

London FA	Minutes of the LFA Board
Date:	Monday 07 September 2020
Venue and time:	18.00 – 20.00, via Microsoft Teams
Present:	James Middlehurst (Chair), Simon Hughes, Ian Wallis, Derek Harris, Yashmin Harun, Beth Archer, Ali Morgan, Drew Patterson, Paul Mortimer, Roger Fox Paul Bickerton (CEO)
Apologies:	Vivienne Aiyela

No	Item and Discussion	Action
1	Confirm & sign minutes of previous meeting	
1.1	Approved	
2	Matters Arising	
2.1	JM informed that the Board that Kirstin Furber had taken the difficult decision to step down from the Board, as she has recently been appointed as the new People Director at Channel 4 and would have limited time. The Board expressed their gratitude to Kirstin for all she has done to support the Association and James confirmed she will continue to provide support to Paul on a 1-1 basis.	
2.2	SH suggested that Kirstin be invited to the next face to face gathering (COVID-19 permitting) of Board members in order that we can thank her directly. All agreed.	
3	Conflicts of interest disclosure	
3.1	None	
4	Board papers	
<u>4.1</u>	<u>Safeguarding Report</u>	
4.1.1	A written report had been provided to the Board by Nikeeta Patel, Designated Safeguarding Officer and Paul Mortimer, Board Safeguarding Champion. Paul introduced this report to the Board and drew particular attention to the following: <ul style="list-style-type: none"> The latest position in relation to DBS checks, following updated COVID-19 guidelines from the FA The latest safeguarding statistics 	
4.1.2	SH asked whether the Board could access information on which safeguarding complaints are upheld. PB replied that he would follow this up with the safeguarding team and report back at the next meeting	PB to follow up with LFA DSOs
4.1.3	PB reminded the Board that two documents had been circulated for signing. The Code of Conduct and the Commitment Statement both needed to be signed and returned to PB by 30 th September 2020	Board members to return by 30 Sept 2020

4.2	<u>CEO Report</u>	
4.2.1	<p>PB delivered a presentation to the Board covering the following areas:</p> <ul style="list-style-type: none"> • REDACTED • An update on progress against the ‘restarting grassroots football’ plan • An update on London FA’s proposed coach education changes 	PB to circulate slides from the presentation alongside the notes of this meeting
4.2.2	REDACTED	
4.2.3	REDACTED	
4.2.4	REDACTED	
4.2.5	REDACTED	REDACTED
4.2.6	<p>At this stage IW updated the Board on the completion of the cup finals from the 2019-20 season (15 games in total). All agreed that this had gone extremely well and wanted to record their gratitude to Ian, Jamaal Horne and the Cups Committee</p>	
4.3	<u>Race & Equality Proposal</u>	
4.3.1	<p>JM introduced this item and summarised the proposal as set out in the attached paper. He highlighted the importance of allowing the Board enough time to discuss this key topic before making any decisions.</p>	
4.3.2	<p>The Board debated this topic at length, with the following key areas of discussion:</p> <ul style="list-style-type: none"> • Should we approach this as a more general equality and diversity issue or focus exclusively on a response to the Black Lives Matter movement • Should we be selecting specific communities to focus on with the action plan or should we be appealing to all communities • Cultural change across the football community was key here and the London FA board and staff had a responsibility to lead by example • Identifying and understanding the issues at league and club level was vital • A balance must be struck between not excluding people but at the same time not spreading the focus of this work too thinly. This should be the starting point for discussions for the new group 	

<p>4.3.3</p> <p>4.3.4</p>	<p>BA highlighted that the use of language in these discussions was important and could sometimes be a barrier to open discussions. She had some resources that could support this and would share with the Board</p> <p>APPROVED: The Board agreed to progress this work through the formation of a temporary task and finish group made up of a mix of Board, IAG, staff and Council members. This group would report progress back to the IAG and the Board. The following key principles were agreed:</p> <ul style="list-style-type: none"> • The remit of the group would be racial equality only, rather than other areas of diversity such as gender, sexuality or disability. It would be called the Racial Equality Group • The purpose of the Racial Equality Group will be to first and foremost identify the issues of race in football in London by agreeing how best to engage with our leagues, clubs, workforce, and volunteers through surveys and consultations. This insight will provide focus to the actions and ensure that we do not spread ourselves too thinly with this work • The group will then review the outcomes and insight from this consultation and agree a racial equality action plan. 	<p>BA to share guidance on appropriate terminology with Board</p>
<p>5</p> <p>5.1</p>	<p>Verbal Update Reports</p> <p>Covered outside of the Board meeting due to time constraints</p>	
<p>6.</p> <p>6.1</p> <p>6.2</p>	<p>Board, Council, AGM and Independent Panel timetable & logistics</p> <p>SH summarised the attached paper and timetable for the upcoming Board and Council appointments. He explained that he needed formal approval from the Board on the following:</p> <ul style="list-style-type: none"> • That the three governance proposals presented to Council on 24th August 2020 could be placed on the agenda of the upcoming London FA AGM • That the proposals to build greater flexibility into the voting and communication processes for the Association could be placed on the agenda of the upcoming London FA AGM <p>APPROVED: The Board agreed to these proposals</p>	<p>PB & SH to place on London FA AGM agenda</p>
<p>7</p> <p>7.1</p> <p>7.2</p>	<p>Date / time / place of future meetings</p> <p>Monday 16th November 2020 at 6pm, via Microsoft Teams</p> <p>To confirm the appointment of the new London FA Board it was agreed that a further Board meeting would take place on Monday 14th December 2020 at 6pm, via Microsoft Teams</p>	