

London FA	Minutes of the London FA Board
Date:	Monday 8 th November 2021
Venue and time:	18.00 – 20.00, Committee Room 1, The Guildhall, London, EC2V 7HH
Present:	James Middlehurst (Chair), Christina Oshodi, Jill Berry, Simon Hughes, Ian Wallis, Paul Mortimer, Roger Fox, Ali Morgan, Yashmin Harun, Anita Poulman Paul Bickerton (CEO)
Apologies:	Mark Deveney, Karen Greene

No	Item and Discussion	Action
1	Welcome & introductions	
1.1	James Middlehurst (JM) introduced the agenda and welcomed Anita Poulman (AP) to her first London FA Board meeting	
2	Confirm & sign minutes of previous meeting	
2.1	Paul Bickerton (PB) ran through the actions from the minutes and highlighted that all outstanding actions had been completed.	
2.2	PB gave an update on the work with the FA to address the serious Player Registration / Full-Time issues at the start of the season. He reported that the FA were due to present their plan to remedy these issues at the Digital Summit on 30 th November 2021, PB would then present this plan to the London FA Council on 6 th December 2021	PB to present FA's PR/FT plan to FA Council on 6 th December 2021
2.3	The Board requested that the term referred to in the Racial Equality Consultation Report - Black and racially minoritised - be checked with Sporting Equals, before it becomes agreed as an adopted term	PB to check this with Arun Kang at Sporting Equals
2.4	Ali Morgan (AM) confirmed that the 2020-21 audited accounts had been completed in draft and would be presented to the Risk & Audit Committee, before being circulated to the Board	PB to schedule date for Risk & Audit Committee meeting
2.5	The minutes were confirmed as an accurate record of the meeting.	
3	Matters Arising	
3.1	None	
4	Conflicts of interest disclosure	
4.1	None	

5	Board papers	
5.1	<u>Safeguarding Report</u>	
5.1.1	<p>A written report had been provided to the Board by PB, Senior Safeguarding Lead, and Paul Mortimer, Board Safeguarding Champion. PM introduced this report to the Board and drew attention to the following:</p> <ul style="list-style-type: none"> • The full Safeguarding Operating Standard for 2021-22, as circulated with the Board papers • The plan for ensuring that London FA is compliant with this standard • The plan for delivering the required number of club visits for the 2021-22 season • The new partnership with CALM, to provide better support to victims of safeguarding abuse 	
5.1.2	PB highlighted to Board members that it would be helpful if they could be available to attend at least one club safeguarding visit, for their own continued professional development	Board members to inform PB of availability
5.1.3	AP highlighted how large and complex the operating standard was and enquired about the challenges of producing evidence against each standard. PB responded that it was a significant exercise but that a very thorough process had been put in place to ensure all standards were being met and that this was set up as an ongoing and continual exercise.	
5.1.4	PB updated the Board that an important exercise before Christmas would be to review Council Member compliance against the Safeguarding Code of Conduct for Volunteers. There were several gaps and PB would be following this up with the relevant Council members. Signing this Code of Conduct was a mandatory requirement of being a London FA Council member.	PB to update Board on compliance at next meeting
5.2	<u>CEO Report</u>	
5.2.1	A written report had been provided to the Board by PB. PB introduced this report to the Board and then delivered a verbal update. He outlined the significant growth in players, clubs and teams this year and explained the pressure this was putting on the footballing infrastructure.	
5.2.2	AM requested that the supply and demand issue be placed on the risk register.	PB to place this on London FA risk register
5.2.3	The option of London FA developing a charitable arm to better attract grant income was discussed. It was agreed to cover this in more detail at the Risk & Audit Committee meeting	
5.2.4	AM asked that a year-on-year comparison of figures of the balance sheet be included in the template, rather than just a three-month comparison	PB to ask Roya Taslimi to make change

<p>6</p> <p>6.1</p>	<p>Office Renovation / Relocation</p> <p>The Board discussed the recent plans to renovate the London FA office. The Board were in favour of the proposed renovation but noted that costs needed to be reviewed and that this would also be dependent upon discussions with the FA on potential Wembley relocation</p>	<p>PB to update Board on outcome of FA discussions at next meeting</p>
<p>7</p> <p>7.1</p> <p>7.2</p>	<p>Club & League Engagement</p> <p>PB updated the Board on the club and leagues engagement plans set out by the new Club & Leagues Officer in the London FA Development Team (Niamh Coyle).</p> <p>Karen Greene (KG) was not present at the Board, but it was agreed KG should contact Niamh and agree how best to work with the youth leagues and clubs in London as part of that engagement plan.</p>	
<p>8</p> <p>8.1</p> <p>8.2</p> <p>8.3</p> <p>8.4</p> <p>8.5</p>	<p>Facilities</p> <p>JM and PB updated the Board on the facilities plans taking shape currently, following the announcement by the FA that the UK Government have approved an additional £155m into football facilities for the next three years.</p> <p>It was confirmed that Simon Hughes (SH) would support this work in 2022 and a plan was being drawn up by the London FA to prioritise specific facility project to accelerate. A meeting had been set up early in the new year with the FA and the Football Foundation to progress this.</p> <p>SH highlighted that good access to public transport was key, especially for women & girls' teams</p> <p>AM asked how the sites identified would have appropriate geographical coverage. PB responded that the sites were taken from the London's Local Football Facility Plan, which set out the strategic need for key sites across the city.</p> <p>It was agreed that Neil Twitchett – lead for this area of work – would present back an update on this plan to the Board at the next meeting.</p>	<p>PB to add to Board agenda for February 2022 meeting and invite NT</p>
<p>9</p> <p>9.1</p> <p>9.2</p> <p>9.3</p>	<p>Proposed Council Member Allocations to Regions</p> <p>AP took the Board through the work undertaken by herself, Roger Fox (RF) and Ian Wallis (IW) to allocate the Council members to specific regions. She outlined the rationale for the allocations and the final groupings.</p> <p>SH asked if life Vice-Presidents were included in the allocation. It was confirmed that they would be</p> <p>APPROVED: The Board approved the proposed allocations to the regional presented by AP.</p>	<p>PB to circulate the slides alongside the minutes of the meeting</p>

<p>10</p> <p><u>10.1</u></p> <p>10.1.1</p> <p><u>10.2</u></p> <p>10.2.1</p> <p>10.2.2</p> <p>10.2.3</p> <p>10.2.4</p> <p><u>10.3</u></p> <p>9.3.1</p> <p><u>10.4</u></p> <p>10.4.1</p>	<p>Verbal Update Reports</p> <p><u>Risk & Audit Committee Update</u></p> <p>As outlined at the start of the meeting, the draft 2021-22 accounts would now be presented to the Risk & Audit Committee at the November 2021, before being presented to the Board for approval.</p> <p><u>Nominations & Remunerations Committee Update</u></p> <p>SH and Jill Berry (JB) updated the Board on the Chair & Independent Director appointments. Both roles had been advertised openly and a competitive recruitment process had been completed for the Chair position. The Independent Director role was now at interview stage and these would be conducted at the end of November 2021</p> <p>JB and SH proposed to the Board that James Middlehurst be reappointed for a further three-year term as London FA Chair.</p> <p>APPROVED: The Board approved this proposal.</p> <p>JB and SH informed the Board that a shortlist of 9 candidates had been selected for interview for the Independent Director position. Interviews would be led by the Nominations & Remunerations Committee and would take place in person on Wednesday 24th November and Wednesday 1st December 2021.</p> <p><u>Inclusion Advisory Group & Plan</u></p> <p>PB updated the Board on the next steps for the Racial Equality Action Plan, to include the three working sessions with the Inclusion Advisory Group / Racial Equality Group, the London FA staff and the London FA Board. These would take place on 23rd November, 6th December, and 8th December 2021.</p> <p><u>FA Representative</u></p> <p>Yashmin Harun gave the Board an update from the latest FA Council meeting, which took place virtually.</p>	<p>AM to circulate 2020-21 accounts to Board for approval, once reviewed.</p> <p>Preferred candidate to be proposed to London FA Board at meeting on 8th December 2021</p>										
<p>11</p> <p>11.1</p> <p>11.2</p>	<p>Date / time / place of future meetings</p> <p>Dates for Board and Council meetings in 2022:</p> <table border="1" data-bbox="268 1800 1217 1984"> <thead> <tr> <th data-bbox="268 1800 724 1832">BOARD</th> <th data-bbox="724 1800 1217 1832">COUNCIL</th> </tr> </thead> <tbody> <tr> <td data-bbox="268 1832 724 1863">• Wednesday 16th February 2022</td> <td data-bbox="724 1832 1217 1863">• Monday 28th March 2022</td> </tr> <tr> <td data-bbox="268 1863 724 1895">• Monday 25th April 2022</td> <td data-bbox="724 1863 1217 1895">• Monday 27th June 2022 (inc. AGM)</td> </tr> <tr> <td data-bbox="268 1895 724 1926">• Monday 5th September 2022</td> <td data-bbox="724 1895 1217 1926">• Monday 17th October 2022</td> </tr> <tr> <td data-bbox="268 1926 724 1957">• Monday 17th November 2022</td> <td data-bbox="724 1926 1217 1957">• Monday 5th December 2022</td> </tr> </tbody> </table>	BOARD	COUNCIL	• Wednesday 16 th February 2022	• Monday 28 th March 2022	• Monday 25 th April 2022	• Monday 27 th June 2022 (inc. AGM)	• Monday 5 th September 2022	• Monday 17 th October 2022	• Monday 17 th November 2022	• Monday 5 th December 2022	
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<p>12</p> <p>12.1</p>	<p>AOB</p> <p>SH reminded the Board that a mailing to agree AGM / SGM notices by email and website only, rather than post, would be circulated to all members before Christmas.</p>	<p>PB to circulate mailing to members</p>										