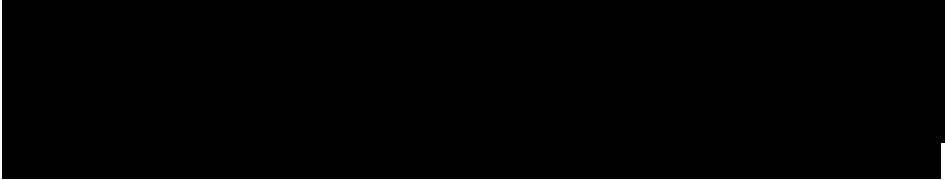


<b>London FA</b>	<b>Minutes of the London FA Board</b>
<b>Date:</b>	Monday 20 <sup>th</sup> November 2023
<b>Venue and time:</b>	18.00 – 20.00, Box 4027, Wembley Stadium, SW1P 9EQ
<b>Present:</b>	James Middlehurst (Chair), Ian Wallis, Abu Nasir, Nina Stewart, Roger Fox, Yashmin Harun, Anita Poulman Paul Bickerton (LFA CEO)
<b>Apologies:</b>	Tom Barnard, Christina Oshodi, Jill Berry

<b>No</b>	<b>Item and Discussion</b>	<b>Action</b>
<b>1</b>	<b>Welcome &amp; introductions</b>	
1.1	James Middlehurst ( <b>JM</b> ) introduced the agenda and informed the Board that apologies had been received from Tom Barnard and Jill Berry.	
1.2	JM also informed the Board that Christina Oshodi ( <b>CO</b> ) had taken the decision to step down from the London FA Board for personal reasons. The Board wanted to place on record their thanks to Christina for all her support and time over the past three years.	
1.3	JM also informed the Board that this would be Ian Wallis ( <b>IW</b> )’s final Board meeting. JM outlined the impact that Ian has had on the Board and the organisation for such a considerable period of time, overseeing and influencing major changes. A farewell dinner for Ian would be arranged between Board and staff in the New Year.	PB to arrange date for farewell dinner
<b>2</b>	<b>Confirm &amp; sign minutes of previous meeting</b>	
2.1	Paul Bickerton ( <b>PB</b> ) ran through the actions from the minutes of the 22 <sup>nd</sup> September 2023 meeting (the <b>Minutes</b> ) and provided a progress update against each one.	
2.2	JM had completed his 1-1 written summaries from the Board Director reviews (as per Code of Governance requirements) but was still to send those summaries over to PB to include as Governance Code evidence. JM was having difficulty locating them and asked Board Members to retrieve and send them over to him.	JM to provide these to PB for filing.
2.3	Nina Stewart ( <b>NS</b> ) identified a minor error at point 5.2.5 of the minutes, in which her name had been spelt incorrectly.	PB to update.
<b>3</b>	<b>Matters Arising</b>	
3.1	None	
<b>4</b>	<b>Conflicts of interest disclosure</b>	
4.1	None	

5	<b>Board Papers</b>	
5.1	<u>Safeguarding Report</u>	
5.1.1	PB summarised the written report and gave an overview of the latest safeguarding developments since the last meeting.	
5.1.2	Anita Poulman ( <b>AP</b> ) asked what the main risks were across this area of work currently. PB replied that the assessment had highlighted a risk regarding compliance, and so this was now being very closely monitored. It was also agreed that not having an assessment now until June 2024 at the earliest was also a risk and various options were discussed to manage this. Monthly reviews were being set up by the Senior Management Team and the safeguarding team to work through in detail each section of the Safeguarding Operating Standard, to mitigate this risk.	
5.1.3	NS highlighted her own experience regarding her sons playing for local clubs and the possible issues regarding pick up and drop off. PB replied that this was a factor that was reviewed at each safeguarding club visit and that good practice in this area could also be included in our Club Welfare Officer training.	
5.1.4	It was also agreed that there was a risk of greater safeguarding issues across the female game as that continues to grow. Ensuring that girls themselves can recognise what is and isn't appropriate behaviour should be considered for any Club Welfare Officer or wider training that London FA runs.	PB to discuss this and drop off/pick up point with LFA safeguarding team.
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 presentation setting out progress against the reserves reinvestment plan.	PB to circulate these slides along with the minutes of the meeting.
5.2.2	Board members enquired about the positive behaviour project and asked how the target leagues were selected. PB replied that the decision was based on which leagues had the largest number of disciplinary issues, as well as the League Committee being receptive to working with London FA on this pilot project.	
5.2.3	AP asked for an update on the FA's referee webcam pilots. PB didn't have the latest but would enquire.	PB to provide feedback at next Board meeting.
5.2.4		PB to go back to RF with an update.

<p><b>6</b></p> <p>6.1</p> <p>6.2</p> <p>6.3</p> <p>6.3.1</p> <p>6.3.2</p> <p>6.4</p> <p>6.5</p>	<p><b>London FA Council Appointments, 2024 - 2027</b></p> <p>A written report had been provided to the Board by PB and JM, which set out the proposed Council appointments for the 2024-2027 cycle. PB introduced this report to the Board and then JM talked through the process that the Nominations &amp; Remunerations Committee had followed to interview the candidates and make their proposed selection. JM confirmed the involvement of an independent panel to support the recruitment, as per the London FA Articles. PB followed up this explanation by presenting a set of slides that confirmed the diversity breakdown of the new Council.</p> <p><b>APPROVED:</b> The London FA Board unanimously approved the proposed Council appointments for 2024 - 2027</p> <p>PB then took the Board through the approach for the Council-Elected Director elections at the Council meeting on 4<sup>th</sup> December 2023. The relevant Articles were shared with the Board, to ensure any decisions adhere to these. The Board wanted to introduce two changes to the previous process, which was still in line with the rules set out in the Articles:</p> <ul style="list-style-type: none"> <li>- All candidates to remain in the room whilst they are presenting their manifestos and answering questions.</li> <li>- PB will chair proceedings and open up to the room to ask each candidate a question randomly, rather than asking in advance for pre-prepared questions. This will ensure that candidates presenting later in the process do not have an advantage.</li> </ul> <p><b>APPROVED:</b> The London FA Board unanimously approved the process by which the elections for Council-elected Directors would be appointed.</p> <p>AP then gave the Board an overview of the Council buddying scheme and shared the proposed pairings. It was agreed that AP would now write to all Council members to encourage them to connect prior to the first Council meeting and to sit with each other at the meeting itself.</p>	<p>PB to invite all eligible Council members to express their interest in Board positions.</p> <p>PB to lead process at Council meeting.</p> <p>AP to write to all Council Members.</p>
<p><b>7</b></p> <p>7.1</p> <p>7.1.1</p> <p>7.2</p> <p>7.2.1</p> <p>7.3</p> <p>7.3.1</p>	<p><b>Verbal Update Reports</b></p> <p><u>Risk &amp; Audit Committee Update</u></p> <p>The Risk &amp; Audit Committee were next to meet on 6<sup>th</sup> December 2024 to approve the 2022-23 accounts. Once reviewed and if approved, these would be circulated to the Board for ratification via email.</p> <p><u>Nominations &amp; Remunerations Committee Update</u></p> <p>As per the update under 6.1</p> <p><u>Inclusion Advisory Group &amp; Plan</u></p> <p>PB gave the Board an update from the latest Inclusion Advisory Group meeting and referred to the Balanced Scorecard for the Racial Equality Action Plan which had been circulated with the papers for this meeting.</p>	<p>NS to circulate final 2022-23 accounts.</p>

7.4 7.4.1	<p><u>FA Representative / Women &amp; Girls</u></p> <p>YH had sent PB a report to be circulated to the Board following with the Council meeting papers.</p>													
8 8.1	<p><b>Date / Time / Place of 2024 Meetings</b></p> <table border="1" data-bbox="268 551 1214 1066"> <thead> <tr> <th data-bbox="268 551 743 589"><i>Board Meetings, 2024</i></th> <th data-bbox="743 551 1214 589"><i>Council Meetings, 2024</i></th> </tr> </thead> <tbody> <tr> <td data-bbox="268 589 743 685">Monday 26<sup>th</sup> February 2024 <i>(Wembley Stadium, 1800 – 2000)</i></td> <td data-bbox="743 589 1214 685">Monday 18<sup>th</sup> March 2024 <i>(Virtual via MS Teams, 1830 – 2030)</i></td> </tr> <tr> <td data-bbox="268 685 743 781">Thursday 18<sup>th</sup> April 2024 <i>(Strategy Away Day, TBC, 1000 – 1600)</i></td> <td data-bbox="743 685 1214 781">Monday 15<sup>th</sup> July 2024: AGM <i>(Keyworth Centre, 1830 – 2030)</i></td> </tr> <tr> <td data-bbox="268 781 743 878">Monday 17<sup>th</sup> June 2024 <i>(Wembley Stadium, 1800 – 2000)</i></td> <td data-bbox="743 781 1214 878">Monday 14<sup>th</sup> October 2024 <i>(Virtual via MS Teams, 1830 – 2030)</i></td> </tr> <tr> <td data-bbox="268 878 743 974">Monday 23<sup>rd</sup> September 2024 <i>(Wembley Stadium, 1800 – 2000)</i></td> <td data-bbox="743 878 1214 974">Monday 2<sup>nd</sup> December 2024 <i>(Keyworth Centre, 1830 – 2030)</i></td> </tr> <tr> <td data-bbox="268 974 743 1066">Monday 11<sup>th</sup> November 2024 <i>(Wembley Stadium, 1800 – 2000)</i></td> <td data-bbox="743 974 1214 1066"></td> </tr> </tbody> </table>	<i>Board Meetings, 2024</i>	<i>Council Meetings, 2024</i>	Monday 26 <sup>th</sup> February 2024 <i>(Wembley Stadium, 1800 – 2000)</i>	Monday 18 <sup>th</sup> March 2024 <i>(Virtual via MS Teams, 1830 – 2030)</i>	Thursday 18 <sup>th</sup> April 2024 <i>(Strategy Away Day, TBC, 1000 – 1600)</i>	Monday 15 <sup>th</sup> July 2024: AGM <i>(Keyworth Centre, 1830 – 2030)</i>	Monday 17 <sup>th</sup> June 2024 <i>(Wembley Stadium, 1800 – 2000)</i>	Monday 14 <sup>th</sup> October 2024 <i>(Virtual via MS Teams, 1830 – 2030)</i>	Monday 23 <sup>rd</sup> September 2024 <i>(Wembley Stadium, 1800 – 2000)</i>	Monday 2 <sup>nd</sup> December 2024 <i>(Keyworth Centre, 1830 – 2030)</i>	Monday 11 <sup>th</sup> November 2024 <i>(Wembley Stadium, 1800 – 2000)</i>		
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9 9.1	<p><b>AOB</b></p> <p>The Board Review Report developed over the summer had been circulated to the Board prior to the meeting but there was not enough time to discuss this. It was agreed that Board members would review outside of the meeting and send any thoughts to JM directly via email.</p>	<p>Board members to send any thoughts on report over to JM.</p>												