

London FA	Minutes of the London FA Board
Date:	Monday 22 April 2021
Venue and time:	18.00 – 20.00, via Microsoft Teams
Present:	James Middlehurst (Chair), Christina Oshodi, Jill Berry, Karen Greene, Simon Hughes, Ian Wallis, Yashmin Harun, Ali Morgan, Paul Mortimer, Roger Fox Paul Bickerton (CEO), Chris Pringle (The FA)
Apologies:	Mark Deveney

No	Item and Discussion	Action
1	Welcome & introductions for new London FA Board members	
1.1	James Middlehurst (JM) introduced the agenda and welcomed Chris Pringle (CP), FA Regional Manager – South, to the meeting	
2	Confirm & sign minutes of previous meeting	
2.1	Paul Bickerton (PB) ran through the actions from the minutes and noted that all Board members were to confirm receipt of the safeguarding briefing letter. Not all had done this to date.	PB to send a reminder to those who have not read and confirmed receipt
2.2	The minutes were confirmed as an accurate record of the meeting	
3	Matters Arising	
4.1	None	
4	Conflicts of interest disclosure	
4.1	None	
5	Board papers	
<u>5.1</u>	<u>Safeguarding Report</u>	
5.1.1	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: <ul style="list-style-type: none"> The latest staffing situation for the safeguarding team, following the interim arrangements detailed at the last meeting Confirmation that all the required safeguarding visits for the 2020-21 season had been completed. The latest safeguarding statistics. 	
5.1.2	Ali Morgan (AM) requested an update on the staffing situation, as he noted that interviews were due to have taken place between the circulation of papers and this meeting. PB updated the Board that the interview process had gone well, and appointments had been confirmed. Lewis Warren had been offered and accepted the role of Designated Safeguarding Officer. Lewis has	

a strong educational background in safeguarding roles. Originally from London, he was currently Designated Safeguarding Lead for Lyford Cay International School. Alex Wilson had also been offered and accepted the Assistant Designated Safeguarding Officer role and this was an internal appointment, as Alex was previously the Football Development Administrator.

5.2 CEO Report

5.2.1 A written report had been provided to the Board by PB. PB introduced this report to the Board and drew attention to the following:

- The arrangements for the completion of the grassroots football season up to the end of June 2021
- Progress on the Racial Equality consultation, with the questionnaire now having been released to London FA members
- An update on the current financial position of the organisation and the expected budget position at the end of this season
- An overview of the funding allocation by the FA to London FA for the next three seasons, following the outcome of the FA's new operating model for County FA's

5.2.2 CP then followed this up by providing an overview of the FA's new operating model for funding of County FA's and explaining the rationale behind London FA's award.

5.2.3 A discussion then took place between the Board and CP and the following points were made:

- Agreement by all that the partnership between London FA and the FA was very positive, open, and important
- That targets on equality and diversity were not immediately apparent in the KPIs and this should be considered, as it is such a key part of London FA's strategy
- That the FA should consider in future an opportunity for County FA's to appeal their funding outcome, as this was not catered for in this current process
- Coach education changes were significant, and some concerns were expressed about an online qualification experience only. PB responded that London FA would be supplementing the qualifications with face-to-face CPD opportunities via the new coach membership programme
- That the Board felt strongly and unanimously that London weighting should be considered as part of the funding arrangements, as without this it puts the organisation at a disadvantage in relation to other County FA's and will make the delivery of the strategy challenging in the future

PB & JM to agree with CP how best to raise this formally with the FA

5.3 Governance Report

5.3.1 A written report had been provided to the Board by SH and PB, which focused primarily on the process of appointing London FA's FA Representative. The report also recommended how to replace Beth Archer as a Council-elected Director.

5.3.2	PB confirmed to the Board that if they should approve the recommended timescales and process set out in the report, then this would be circulated to the London FA Council for consultation, prior to applications being invited for the position.	
5.3.3	YH asked if the process would include interviews for the candidate. SH replied that this hadn't been specified in the process, but the Nominations & Remunerations Committee would consider this and could decide to proceed with interviews if they wished.	Nominations & Remunerations Committee to agree on inclusion of interviews
5.3.4	APPROVED: The Board approved the recommended timescales and process set out for the appointment of the FA representative in the Governance Report	PB to circulate the FA Representative paper to Council for consultation
5.3.5	APPROVED: The Board approved the recommendation that elections for the vacant Council-elected Board Director role take place at the 11 th October 2021 Council meeting, rather than in June.	
5.4	<u>London FA AGM Article Changes</u>	
5.4.1	SH updated the Board on the proposed Article changes to the go to the AGM on 21 st June 2021. He was dealing with a couple of queries from Council members as part of the consultation but confirmed the package of proposals as agreed at the March Council meeting would remain unchanged.	
5.4.2	SH requested that the Board consider and approve the Article change to Article 43, as referenced by Ian Burke, and this this amendment be included in the package of proposals to the AGM on 21 st June 2021.	
5.4.3	APPROVED: The Board approved the proposed amendment	
5.4.4	SH requested that the Board consider whether the election of the vacant Council-elected Director position should have a gender requirement. The Board decided that no further gender requirements should be introduced at this stage; therefore, this position will be open to both male and female candidates.	
5.5	<u>Meeting arrangements and dates for London FA AGM & Council</u>	
5.5.1	SH asked the Board to consider holding the London FA AGM on 21 st June 2021 and the London FA Council meeting on 30 th June 2021 both in person and online, as a 'hybrid' arrangement.	
5.5.2	APPROVED: The Board approved this proposal on the proviso that it complies with government guidance and the four-stage roadmap.	SH to seek to book London South Bank University, should guidelines permit
5.6	<u>Proposed letter to Mayoral and GL Assembly Candidates</u>	
5.6.1	SH requested that the Board provide him with any information to include in a letter he would draft to the proposed candidates, as it was a good opportunity to influence their plans.	Board feedback direct to SH

<p>6</p> <p>6.1</p> <p>6.2</p> <p>6.3</p>	<p>Board Elections</p> <p><u>London FA Deputy Chair</u>: Ian Wallis was elected unanimously by the Board</p> <p><u>Senior Independent Director</u>: Simon Hughes was elected unanimously by the Board</p> <p><u>Nominations & Remunerations Committee</u>: Jill Berry and Yashmin Harun was were elected unanimously by the Board</p>											
<p>7</p> <p>7.1</p> <p>7.1.1</p> <p>7.1.2</p> <p>7.2</p> <p>6.2.1</p>	<p>Verbal Update Reports</p> <p><u>Risk & Audit Committee Update</u></p> <p>AM updated the Board that the Risk & Audit Committee would be meeting on 19th May 2021 to review the draft budget for the 2021-22 season presented by Paul Bickerton and Roya Taslimi. The Committee would then recommend this report to the Nominations & Remunerations Committee and the London FA Board for approval.</p> <p>The plan was for the final draft of the budget to be presented to the London FA Board at its next meeting on 14th June 2021</p> <p><u>Nominations & Remunerations Committee Update</u></p> <p>JM confirmed that the Committee would be meeting week beginning 24th May 2021 to review the draft budget and agree the process for appointing the FA Representative</p>	<p>PB & RT to prepare draft budget for presentation at these meetings</p> <p>PB & RT to prepare the final budget for presentation at this meeting</p>										
<p>7</p> <p>7.1</p> <p>7.2</p>	<p>Date / time / place of future meetings</p> <p>Dates for Board and Council meetings in 2021:</p> <table border="1" data-bbox="256 1563 1171 1742"> <thead> <tr> <th>BOARD</th> <th>COUNCIL</th> </tr> </thead> <tbody> <tr> <td>• Thursday 22nd April 2021</td> <td>• Monday 21st June (AGM)</td> </tr> <tr> <td>• Monday 14th June 2021</td> <td>• Wednesday 30th June 2021</td> </tr> <tr> <td>• Monday 20th September 2021</td> <td>• Monday 11th October 2021</td> </tr> <tr> <td>• Monday 8th November 2021</td> <td>• Monday 6th December 2021</td> </tr> </tbody> </table> <p>It was requested that the Away Day for 22nd April should be reviewed and consideration given to a standard evening Board meeting.</p>	BOARD	COUNCIL	• Thursday 22 nd April 2021	• Monday 21 st June (AGM)	• Monday 14 th June 2021	• Wednesday 30 th June 2021	• Monday 20 th September 2021	• Monday 11 th October 2021	• Monday 8 th November 2021	• Monday 6 th December 2021	<p>PB to review with JM and confirm</p>
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<p>7</p>	<p>AOB</p> <p>SH highlighted the Spirit of Football initiative and confirmed that more information on this would be circulated to Board and Council in due course</p> <p>IW enquired as to interest in the Divisions Working Group. PB replied that there had been good interest and he would be scheduling the first meeting shortly</p>	<p>PB/SH to circulate additional information</p> <p>PB to set up first meeting</p>										



	<p>Roger Fox (RF) brought to the attention of the Board the poor health of former Council member and London FA Referee – Jeff Pettitt. PB highlighted that a webpage had been set up on the London FA website and a donation made to Jeff's GoFundMe page. His family had also been encouraged to apply to the FA's benevolent fund</p>	<p>PB to circulate webpage to London FA Council</p>
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