



London FA	Minutes of the LFA Board
Date:	Monday 15 th July 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 Paul Bickerton (CEO), Chris Pringle (The FA)
Apologies:	Kirstin Furber, Roger Fox, Vivienne Aiyela

No	Item and Discussion	Action
1	Confirm & sign minutes of previous meeting	
1.1	Approved	
2	Matters Arising	
2.1	None	
3	Conflicts of interest disclosure	
3.1	None	
4	Board papers	
4.1	<u>Safeguarding Report</u>	
4.1.1	<p>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:</p> <ul style="list-style-type: none"> - The specific arrangements that had been put in place at the office to ensure that all safeguarding duties could be covered throughout the lockdown period - The latest position in relation to DBS checks - The enhanced communication out to the sector throughout the lockdown period, to ensure all Club Welfare Officers were connected to the business and knew where to go for support 	
4.1.2	The Board enquired whether this enhanced communication would continue as normal activities resumed. PB confirmed that they would, as the ease with which we could connect directly to our clubs virtually to conduct briefings and training throughout lockdown had been very powerful. Attendance at the club and leagues webinars in which we highlighted key safeguarding messages were much higher than through normal face-to-face activities.	

4.2	<u>CEO Report</u>	
4.2.1	JM introduced this item by explaining it was the primary focus of this Board meeting and that the plan and budget presented for approval for the upcoming season involved significant changes for the business, in response to the COVID-19 pandemic. Advance and detailed information had been circulated in the CEO Report. To ensure all Board members fully understood these plans, PB was going to deliver a presentation to expand on what was contained in the papers.	
4.2.2	Before starting the presentation on the proposed plan and budget for 2020-21, PB gave the Board a short verbal update on the return for grassroots football.	
4.2.3	SH highlighted that it would be important that as the grassroots game looked to resume, both the London FA and the FA nationally would need to apply flexibility to rules and regulations. CP replied that this was the intention at the FA.	
4.2.4	<p>PB delivered a presentation to the Board covering the following areas:</p> <ul style="list-style-type: none"> • Long term strategic objectives for the London FA • The shorter-term COVID-19 Recovery Plan 2019-20 • The budget to deliver on this plan • An overview of the proposed staffing reorganisation • Next steps should the board approve this plan 	PB to circulate slides from the presentation alongside the notes of this meeting
4.2.5	YH enquired as to whether the budget projections for the upcoming year considered the possibility of local lockdowns. PB replied that the budget contained flexibility for this. It did this by projecting a season start date of 01 November 2020 and a pessimistic forecast in areas like affiliation and cup entry income for this season (10% reduction from last season).	
4.2.6	Several Board members asked how secure the FA funding to London FA was, given the financial challenges for the FA as a result of COVID-19 widely reported in the media. CP replied that although funding has been reduced for County FAs, a two-year contract had been agreed and he was confident that the FA had the resources to honour this.	
4.2.7	SH enquired as to whether the early indicators suggested that football in London could recover to previous levels. PB replied that it was too early to tell for sure but the early signs through affiliation, cup entries and referee registration were positive.	
4.2.8	REDACTED	

4.2.9	REDACTED	
4.2.10	REDACTED	
<p>APPROVED – The Board approved the London FA Plan & Budget 2020-21, as set out in the CEO Report</p>		
4.3	<u>Governance Report</u>	
4.3.1	<p>SH took the Board through the governance report circulated with the agenda and papers for this meeting. He clarified that the Board were being asked to approve two recommendations:</p> <ul style="list-style-type: none"> • The updated timeline for Board & Council Appointments • The authority for the CEO to proceed with the recruitment of 4 independent panel members, to support the Nominations & Remunerations Committee with Board and Council appointments 	
4.3.2	<p>AM indicated that it was important that new Council members had the opportunity to put themselves forwards as part of the Council-elected Board Director roles. SH replied that the timeline allowed for this</p>	
4.3.3	<p>YH highlighted this was a considerable amount of work and could the CEO manage this given the significant other priorities highlighted in the plan. JM replied that in relation to Board and Council appointments, he would lead much of this process himself.</p>	
4.3.4	<p>IW asked how the independent panel would be recruited and noted that it was very important they were diverse. SH agreed and explained the recruitment process would be open and actively encourage a diverse response.</p> <p>APPROVED – The Board approved the updated Board & Council appointments timeline and gave the CEO the authority to proceed with the recruitment of 4 independent panel members</p>	
5	Proposal for accelerating our inclusion and diversity plans	
5.1	<p>JM updated the Board on the development of a proposal to form a working party to explore how the London FA could accelerate its inclusion and diversity plans. He explained that a detailed proposal, to include clarity on</p>	<p>JM to circulate detailed proposal to Board prior to 7th Sept meeting</p>

5.2	<p>the purpose of this group and its relationship to the Inclusion Advisory Group, would be circulated to the Board prior to the next meeting</p> <p>YH indicated that it would be a good idea to involve London FA staff and one of the London FA Youth Council members to be part of these discussions</p>	
<p>6</p> <p>6.1</p> <p>6.2</p>	<p>Date / time / place of future meetings</p> <p>Monday 7th September (6pm), via Microsoft Teams Monday 16th November 2020, time / location TBC</p> <p>Board to note a further date will need to be scheduled in mid-December 2020, following the Council meeting. This will be to confirm the appointment of the new London FA Board</p>	<p>PB to set date for this meeting and circulate to board</p>
<p>7</p> <p>7.1</p>	<p>AOB</p> <p>PB recommended to the Board two new appointments to the Committees. These are:</p> <p>Aroz Mia – Rules & Sanctions Committee Jennifer Athill – Judicial Committee</p> <p>These appointments were APPROVED</p>	