



Title: London FA Council Review Cover Paper	Meeting: Annual General Meeting
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Introduction

The purpose of this paper is to provide London FA Members with some background and context to London FA's recent Council Review. The paper explains the proposed changes that are being recommended to the London FA Council for the 2024-2027 appointment cycle and sets out the specific, Council-related changes to London FA's Articles of Association.

At the AGM on Monday 10th July 2023, members will be asked to vote on these proposed Article changes. Members can either vote in advance via the completion of a proxy form or in-person at the meeting itself.

Background & Context

As part of a series of governance reforms to ensure that London FA could become compliant with both the UK Sport/Sport England Code of Sports Governance and the FA's Code of Governance for County FA's, a new process for London FA's Board and Council appointments was developed in 2019 and 2020. The aim of these reforms was to ensure an open and transparent appointment process for all Board and Council positions, and this has led to much greater diversity across both groups. The governance reforms were approved by members at an AGM on 21st June 2021.

The Board and Council appointment process takes place every three years, in line with the appointment cycle set out in the Articles (the Board should note that the Chair is on a different appointment cycle timeline to the rest of the Board, for business continuity purposes). Appointments to Council are through an open recruitment process, to include an application stage and an interview stage.

To ensure greater transparency and diversity, the Articles also require that an independent panel is established in the lead up to this process and members of that panel form part of the council and board interview process. This worked very well in 2020 and added real value to the appointments process.

The process for appointments to Board and Council will take place in the Autumn of 2023 for the 2024-2027 cycle and was approved by the London FA Board at its meeting on Monday 20th February 2023.

On 20th February 2023, the Board also approved the formation of a working group to set out a series of changes to London FA's Council for the 2024-2027 appointment cycle. This paper sets out the proposed changes to the London FA Council agreed by that working group and outlines the Article changes that we plan to present to members for adoption at the AGM on Monday 10th July 2023.

Proposed Changes to London FA Council, 2024 - 2027

A new London FA Council was appointed for the 2020 – 2023 cycle, which included many members who had not been London FA Council members before. Although this has resulted in a significant



number of new volunteers coming into the organisation and created a much more diverse Council, attendance at Council meetings and general engagement has reduced over the past year, following the COVID-19 pandemic in 2020 and 2021.

Council members have reported being unclear about their role and the purpose of the London FA Council and this is understandable given that the governance reforms were ongoing when they were appointed. It is these and any other wider issues that the working group were asked to consider.

The remit of the group was set out as follows:

1. To review the role and purpose of the London FA Council for the future, starting from the 2024 – 2027 cycle
2. To clarify the role and requirements of London FA Council members for the 2024 – 2027 appointment cycle
3. To explore how London FA Committees can become more diverse, as per the action set out in London FA's Racial Equality Action Plan

The working group met for a total of three meetings in March, April, and May 2023, and was comprised of the following members:

- London FA Chair & CEO: James Middlehurst, Paul Bickerton
- London FA Governance & Legal Lead: Tom Barnard
- 2 x original governance group members: Ian Wallis, David Wolff
- 1 x additional London FA Board Member: Anita Poulman
- 3 x existing London FA Council Members: Jo Hind, Yasmin Hussain & Kevin Wilmot
- 1 x London FA club representatives: Ruth Heppinstall
- 1 x London FA Youth Council representative: Nayim Ahmed
- 1 x London FA staff member: Amanda Lewis

The purpose of the first working group meeting in March was to agree the remit of the group and to prepare the Council Review consultation with the full London FA Council on Monday 27th March 2023. The consultation with the London FA Council at that meeting was successful, with excellent engagement and attendance by many London FA Council members.

The working group then met again in April and May 2023, to review the Council consultation feedback and to finalise a set of recommended changes to the London FA Council. The group also agreed a new mission statement for the London FA Council and a detailed description of Council Member duties, skills and experience.

The new mission statement and Council member duties, skills and experience would be set out in a recruitment pack when application for Council open on 1st September 2023. It was agreed that this application pack would be sent to a marketing & communication agency to finalise, to ensure the language is more accessible and less formal.

A summary of the mission statement and role profile is set out on the next page. The proposed changes to Council for the 2023 – 2027 cycle are listed in a separate document: LFA AGM 2023 #7 - London FA Proposed Changes to Council. The specific Article amendments are set out in LFA AGM 2023 #8 – London FA Articles of Association, proposed amendments.



Mission Statement:

To represent the interests of the grassroots football community in London by:

- providing the vital link between this community and the London FA staff and Board
- helping to shape the strategy and policy direction of the London FA, to ensure it serves the community
- supporting and challenging the Board and London FA on the delivery of the strategy
- championing London FA’s core goals and values

Council Member Duties:

- To represent London FA members to the staff and Board
- To promote key London FA initiatives and strategic goals (e.g., player pathway growth, safeguarding, health & safety, Equality, Diversity & Inclusion)
- To participate in Committees / Working Groups to advance specific areas of work and communicate this out to our stakeholders
- To listen to grassroots clubs and leagues to understand their issues and feed this back to the staff and Board
- To act as a positive advocate of the London FA to external stakeholders

Skills & Experience:

ESSENTIAL	DESIRABLE
<ul style="list-style-type: none"> • Direct involvement and / or experience in grassroots football in London • Direct involvement and / or experience in a specialist area of grassroots football (e.g., refereeing, coaching, playing, volunteering, football governance, rules & regulations, etc) • To be able to act as an objective voice for the grassroots football community in London • Ability to work collaboratively with colleagues to achieve an outcome or resolution • To be able to represent grassroots football in London / London FA as a whole, not just a specific club / league • Good communication skills, able to listen, understand and promote the key issues in the game to London FA’s members • A passion for grassroots football in London and a desire to make a difference to the game 	<ul style="list-style-type: none"> • Grant funding / commercial income experience into voluntary organisations • Social media / communications / marketing experience • Facilities, refereeing and coaching experience and knowledge • Connections with voluntary organisations • Football governance and disciplinary experience and knowledge • Equality, diversity and inclusion knowledge and experience • Welfare, safeguarding and wellbeing knowledge and experience <p><i>One of the above is desirable, we are not expecting applicants with all these skills</i></p>

Summary & Next Steps

This paper has provided London FA members with some background and context to London FA’s recent Council Review. It has explained the proposed changes that are being recommended to London FA members for the 2024-2027 appointment cycle and sets out the specific, Council-related changes to London FA’s Articles of Association.



Should members approve these changes, they will then form part of recruitment process for new Council members from 1st September 2023 onwards. This will include an updated appointment process in line with the London FA's new Articles of Association.

June 2023

Paul Bickerton, London FA CEO

Tom Barnard, London FA Non-Executive Independent Director