

London FA Council Review Changes <u>not</u> requiring Article Amendments	
Proposed Change	Additional detail and comments
1. Minimum diversity targets for females and racially minoritised groups on the main London FA Council, Committees and Working Groups	<ul style="list-style-type: none"> <li>• It was agreed that we should follow the Board approach and seek to set minimum level targets (1/3 female and 1/3 from a racially minoritized background), to apply to Council / Committees / Working Groups.</li> <li>• It was agreed not to set minimum targets for age and defined disability at this stage, but to monitor this data and review this at each appointment cycle.</li> <li>• Consideration to be given to having an aspiration to match London's overall demographics over time (49.9% female and 38.5% from a racially minoritized background); this would be reviewed at the next appointment cycle.</li> <li>• This change would be set out explicitly in the Council, Committee and Working Group terms of reference</li> </ul>
2. Buddying system established between more experienced and newer Council members, to support their introduction onto the Council.	<ul style="list-style-type: none"> <li>• Agreement from group that this should be a buddying system, not a mentoring one.</li> <li>• More experienced Council members would be matched to new Council members, with care taken over the matching relationship.</li> <li>• Buddying / support training and direction to be provided to the more experienced Council members, so they are clear on this role.</li> <li>• System to be voluntary, not forced.</li> </ul>
3. Select Council Members to take direct ownership of 50% of London FA Council Meetings (supported by London FA staff)	<ul style="list-style-type: none"> <li>• This was agreed with on the proviso that the Council members taking this on would work closely with and be supported by the CEO to prepare the relevant meeting.</li> <li>• It was proposed that the Committees / Working Group Chairs / Youth Council Chair would be involved in setting the agenda for two of the meetings. The remaining two would still be managed directly by the CEO.</li> </ul>
4. Committee / Working Groups to drive content and focus of the Council meetings	<ul style="list-style-type: none"> <li>• As above.</li> <li>• To include Committee / Working Groups to also feature on agenda as part of all Council meetings. Not as a standard update but select Committee / Working Group representatives to lead more detailed and in-depth sessions on a specific topic related to their Committee / Working Group.</li> <li>• Committee Chairs to continue to produce update report for each meeting.</li> </ul>
5. Revised, dedicated Council section of the London FA website.	<ul style="list-style-type: none"> <li>• Update existing section of the website focused on the London FA Council</li> <li>• Include council member biographies, the role of Council, and relevant minutes of Council and Committee meetings.</li> <li>• Link to league and club contact details (via London FA handbook)</li> </ul>

### London FA Council Review Changes that do require Article Amendments

Proposed Change	Additional detail and comments	Articles affected
<p>6. A revised application process to include:</p> <ul style="list-style-type: none"> <li>a. An updated and modernised application pack based on the new mission statement, job description and personal specification.</li> <li>b. An open recruitment process targeting under-represented groups on the Council such as young people, women and girls, racially minoritised communities and people with a defined disability.</li> <li>c. Pro-active recruitment focused on key stakeholder groups, to include referees, coaches, club and league volunteers, women and girls, disability, racially minoritised groups, small-sided football providers and professional football clubs.</li> <li>d. Previous attendance and contribution to be considered for any Council Members re-applying.</li> <li>e. Committee / Working Group interest to be explored through application (via a tick-box to monitor interest)</li> </ul>	<ul style="list-style-type: none"> <li>• To include the new London FA Council mission statement &amp; Council Member role profile.</li> <li>• Nominations &amp; Remunerations Committee, supported by an independent panel, to lead on Council appointments.</li> <li>• Previous overall contribution to Committees / Working Groups to be considered, not just Council meeting attendance.</li> <li>• Geographic details to be captured via postcode data through the application process.</li> </ul>	Article 38
<p>7. Youth Council members to become de-facto London FA Council members</p>	<ul style="list-style-type: none"> <li>• Youth Council members should be expected to attend a minimum of three of the four Council meetings in the year; however, the Youth Council Chair would be able to consider bespoke arrangements if it was felt a Youth Council member wasn't ready or able to commit to this.</li> <li>• The Youth Council would hold the same status as a Committee / Working Group; therefore, Youth Council members would not be required to commit to an additional Committee / Working Group if they didn't want to.</li> </ul>	Article 36
<p>8. Minimum attendance requirements for all members (75% of Council meetings and 75% of either one Committee or one Working Group)</p>	<ul style="list-style-type: none"> <li>• This should act as a guide, bespoke arrangements or unforeseen circumstances will also be considered (e.g., a period of ill health).</li> <li>• The Board will decide on Council member removal, following a recommendation from the relevant Committee / Working Group Chair or the Chair of Council.</li> </ul>	Article 50
<p>9. Regions and Vice-President (Ambassador) positions to be discontinued</p>	<ul style="list-style-type: none"> <li>• Group agreed that these had been trialled for the 2020 – 2023 cycle and had not worked, therefore should be discontinued.</li> <li>• Life Vice-President positions had largely replaced the Vice-President roles and the more active portfolio risked encroaching upon LFA staff duties. See also proposed change to Honorary Vice-Presidents below.</li> </ul>	Articles 36(v), 36A, 40, 45, 50, 52(iii)
<p>10. Honorary Vice-President positions to be updated (Council term requirements to be amended from 20 years to 9 years)</p>	<ul style="list-style-type: none"> <li>• This brings the position into line with the new term limits (9 year maximum).</li> <li>• Appointments to be determined by the London FA Board.</li> <li>• Allows London FA to retain valuable and more experienced members of Council if required.</li> <li>• Small amend also suggested to Article 37, to ensure that Honorary Vice-President positions are not to be re-elected every three years, as this was omitted in previous article changes in 2021. This ensures Articles 37 and 52(iv) are now in alignment.</li> </ul>	Articles 37, 52(iv)