



Minutes of TTW Board Meeting 14th January 2021 via “Teams”

Present- Nicki Arthur (NA), Rhian Pearce (RP), Susie Osbourne (SO), Catherine Jones (CJ), Steve Heydon (SH), Ben Rose (BR), Peter Francis (PF), Ben Stirling (BS), Neil OConnell (NOC), Dennis Bromage (DB), Mostyn Lewis (ML).

Apologies – Karlijn Asveld (KA)

Declarations of Interest – non received

Action Points (A.P.) – The Board reviewed the action points from the previous meeting AP 2 carried over as an action.

Action Points AGM - The Board reviewed the Action Points from the AGM

The Board was satisfied that all actions were completed or being progressed.

Declaration of Interest- none received

Risk Register – The Board reviewed the Risk Register (Green =Low Risk/Impact, Amber =medium Risk/Impact, Red = High Risk/Impact.

Reduced income from reduced membership competitions – red.

Equality – amber.

Decision - Equality should be changed from amber to red.

Policies need to be extended on home, and lone working, as staff are operating on this basis due to the pandemic.

PF offered to work with Matt Davies on these policies.

Decision – above agreed.

EVC 2022 Project Manager costs discussed.

Decision - Project Manager time split between working on EVC 2022 and working on a bid for another major event.

The Board discussed the current position with our Governance and EGM.

Decision – Proposal for the EGM should be added to the Risk Register as red.

Directors gave their perspective on the AGM. The view being that everyone was more than satisfied with the performance of the Board and staff during the previous year, when the circumstances and unique difficulties of the pandemic were taken into account. Many felt disheartened with the negativity from some attendees, however there were many positives including;

The number attending the AGM

How the Board presented its work over the past year

The delivery of the meeting in a new format (over the internet)



Official clothing suppliers to the Welsh teams

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The performance and professionalism of individual directors in the meeting

Negatives included;

Lack of diversity amongst those attending

Inappropriate comments made by members in the chat box

The stance taken by some attending the meeting

A.P. 2 – PF/RP to meet with Matt Davies (Equality planning data collection, and action plan)

A.P. 3 – RP to circulate Risk Register, all directors to feedback on risks and mitigation by 28/01/2021

A.P. 4 – NOC to send RP list of voting members and their clubs/leagues.

A.P. 5 – SO to obtain guidance on Governance and Leadership Framework.

A.P.6 – NOC to email voting members asking for them to request a General Meeting in writing as per articles.

Communications- RP updated the meeting on the work Lloyd Bell Partnership, which includes;

- A webinar is planned on the 25th (Jan), which will involve staff and presentation by Sport Wales.
- “You asked we Listened” for the AGM going ahead and an infographic to inform members of KPIs, Targets etc, once the outputs have been refined.
- Several other campaigns are planned.
- Update TTW website.
- Promoting the heritage part of the game, appealing for stories from volunteers and players.

Directors to submit ideas. The need for continuity in our communications, was identified.

Anti Doping – New anti doping rules come into effect from the 1st January. TTW need to consider adopting, or produce their own. Some work has been completed, information has gone out to our performance athletes, an item on our website and SH is the Director leading this area of work at Board level, whilst Stephen Jenkins in the coaching lead and will be doing the educator course on anti doping.

The new rules are a resource implication for TTW as an annual report will need to be to be compiled and published, and recreational drugs (as opposed to performance drugs), were now included.

There was concern that anti doping should not become “piece meal” or just a “tick box exercise”

Decision -The Board decided to adopt the new rules. Anti doping to be included on the agenda of the Performance Updates meetings

A.P.8 – Include Anti doping in the agenda on the performance updates monthly/bi weekly (RP/BS).

Board Members Discussion – The composition of the Board was discussed in light of discussions at the AGM, and the role of the Community Council.



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A.P. 9 – NA/RP/BR to meet and consider composition of Board and report back.

Finance Update – The current budget update was shared with the meeting. This showed a break even position, which was better than expected. In more good news TTW has received £30,000 from Sport Wales from the Leisure and Recovery Package. The use of this funding previously agreed. The Board discussed the Sport Wales Resilience Fund including some losses in income. The update was shared with the meeting and queries from Directors addressed.

A request for £6,000 funding for support for 2 athletes (one involved in Olympic qualification) was discussed

The meeting considered the following points in reaching a decision;

- The use of the funding
- TTW current financial position
- The current performance budget
- Whether the support could be sourced through Sport Wales (at reduced cost)
- The availability of Olympic funding from other sources
- The likely hood of athlete qualification for the Olympics.
- Previous savings made by access to a doctor through the welsh rugby union
- The wider implications of not agreeing/agreeing the request
- Impact on the sport
- The financial challenges entering competitions regarding Covid from a health and safety point of view and the significant costs going forward.

Decision – Utilise the remaining funding in the performance budget, and top up the remainder from TTW funding.

TTW Strategy – Views of the directors on the strategy for 2021 in light of present circumstances, were discussed

A.P. 7 – All directors to read Strategy and report views on 2021 to NA.

AOB - none, the Board reflected on the meeting.

A.P. 10 – NA to convene a meeting prior to any General Meeting

