



**TABLE TENNIS
WALES**

AGM

Sunday 12th December 2021

Apologies & Housekeeping



Minutes of AGM 2020



Matters Arising



Chair's Introduction

Nicki Arthur



CEO's Report

Rhian Pearce



Governance



- **Governance working group** – the group has been joined by Richard Thom (Hawarden TTC) and has been tracking our development work against our governance priorities and the Governance and Leadership Framework for Wales. An action plan has been drafted for the next 12 months.
- **Board composition**- many thanks to both Catherine Jones and Karlijn Asveld who both retired from their positions as South west Regional Director and Finance Director. Andrew Thomas joined our Board as an independent Finance Director.
- **Inclusion** – achieved the Disability Sport Wales insport Bronze award This was important to us as it demonstrates our commitment to ensure that table tennis is for everyone-inclusive thinking, planning, development and delivery by everyone within the NGB.



UK Anti-Doping (UKAD) rules- TTW
adopted the 11 rules in Jan 2021.

Evidence has been submitted that we meet the relevant standards on the UKAD assurance framework (opposite). This is a large piece of work and ranges from developing our policy, codes of conduct, training, and education plan to communications of the rule changes and demonstrating Board discussion and decision making.

The new rules include recreational athletes and protecting whistle-blowers.



Company articles of association development-

- This governing document defines the purpose of a company, the rules and regulations, the rights of the members and the process for appointing/electing Directors.
- TTW reviewed the articles in 2019 and these changes were voted in by Voting Members at the 2019 AGM. Voting Members are clubs or leagues who have over 15 adult paying members (1 vote) or if they have 75 and over then they receive 2 votes.
- Since last year's AGM, some Voting Members have expressed dissatisfaction with the current articles and called for an Extraordinary General Meeting in February 2021 to vote on a resolution which would increase member powers.
- Based on the advice received from Sport Wales and our legal team, if these amended articles were voted through then our Sport Wales funding would be affected- this is a huge threat to the sport as Sport Wales funds 90% of our sport in 2020-2021
- The Voting Members withdrew this resolution and agreed that representatives would join a working group with to establish a mutually agreeable set of company articles.
- This process was unsuccessful and Voting Members requested another EGM in July 2021, to vote on another set of articles that they had developed independently.
- This proposal would be so detrimental to our governance that Sport Wales issued a letter saying that they would stop funding TTW if they were voted through.
- This has led to the staff team being notified at risk of redundancy in September and all international competitions were paused until Sport Wales clarified that they would move our payments from 6 monthly to monthly until this risk was managed.



Resolving this matter quickly is 'pivotal' for the future of the sport, not only in terms of funding, but also to retain quality staff and Board members who have been negatively affected by this action. It has caused significant stress and distraction to the whole organisation who are trying to build back the sport after covid-19- the timing couldn't be worse. Sport Wales grant funds the following:

- **Welsh National squad** - developing and training the Welsh squad- achieve on the world stage
- **Training and competition budget** –used for camps/training costs and overseas/domestic tournament costs. This year focus on qualifying our players for next years Commonwealth Games and bringing back some of our squad to international competition.
- **Community Development** delivering all covid-19 return to play, coach education courses, supporting club development, league manager system, TTW national competitions delivery.
- **Safeguarding support**- support for clubs/leagues, My Concern Platform, DBS, case management.
- **Membership support and communications**- promote the game and ensure everyone is affiliated and receiving their benefits- e.g. personal accident insurance.
- **Swansea development**- regional academy, club support, delivery with the university (we would like to replicate this partnership role in other areas of Wales when funding allows).



People

People and Diversity Board Director
Peter Francis



Staffing

- Matthew Porter joined us as Swansea Development Officer in October 2020 and Mathew Davis joined us between October 2020 and August 2021 as the Business Support
- The recruitment to the Cardiff Participation Officer was paused because of the effect of the pandemic on delivery and more recently the issues around our funding and recruiting new staff.

Coach education and development

- No coach education courses were run across the UK during this period however we plan to run 4 x Level 1 courses and 2 x Level 2 courses over 24 months.
- Both Stephen Jenkins and Matt Porter are studying for their Masters in elite sports coaching at UCLAN which includes the Level 4 award which is the highest coaching qualification.
- Josh Morgan has started his UKCC Level 3 qualification.
- Partnered with Cardiff Met University to deliver a new and improved Aspire to Coach development programme and we had representation at ITTF and ETTU Coaches Webinars
- Engaged with the Sport Wales Coach to Mentor programme.

HR

- Worked with our HR partner to update staff contracts and Human Resource policies in line with legislation and best practice
- Provided staff health and well-being support in an employee assistance programme



Performance Report

Performance Board Director
Ben Stirling



Schools (Perf)

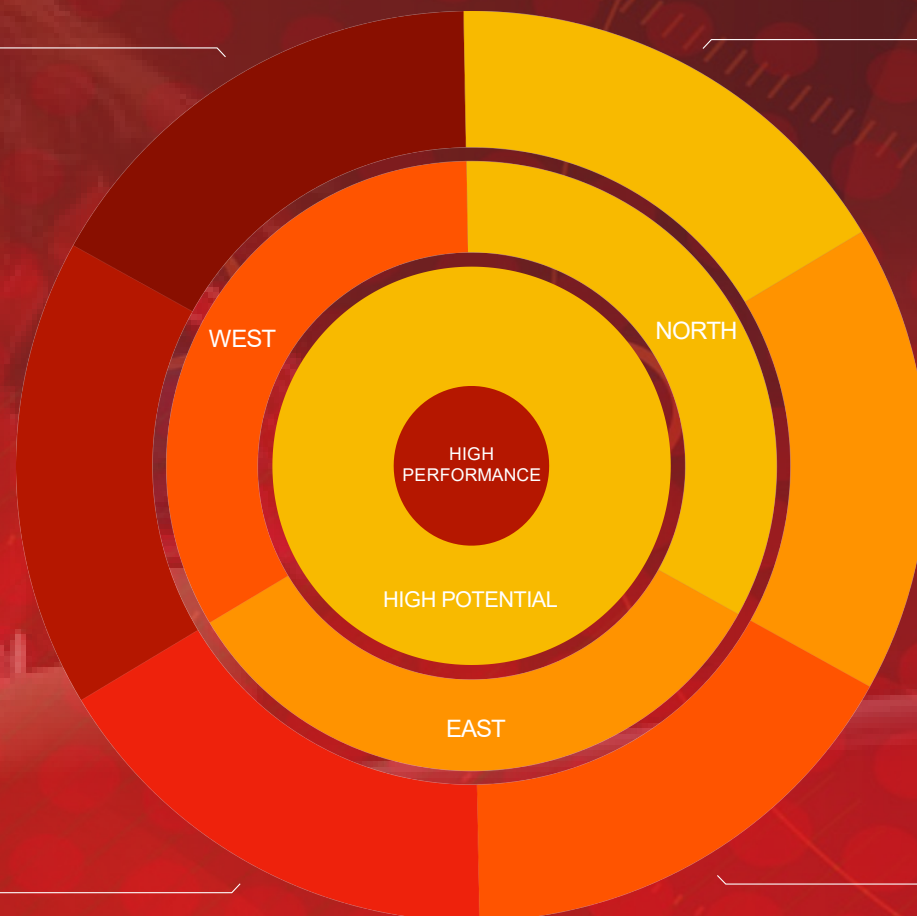
Community (Part)

Community (Part)

Schools (Perf)

Schools (Perf)

Community (Part)



Great Britain: Performance Squad

World
Class

Great Britain: Professional Clubs

Great Britain: Pathway Squad

High
Perf

Great Britain: Professional Clubs

Wales: HPU Merthyr

Perf

Wales: HPU Merthyr

Wales Development: Regional Hubs

High
Pot

Wales Development: Regional Hubs

Clubs

Club

Clubs

Schools &
Disability SW

ID

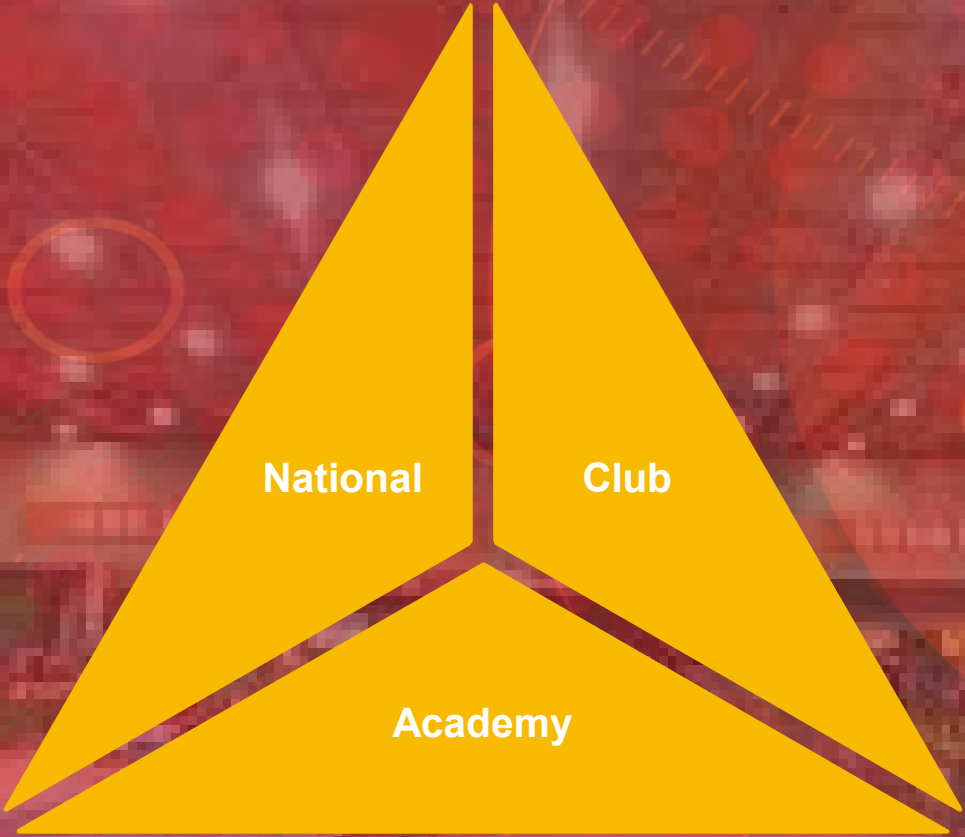
Schools



Para-athlete Pathway

Athlete Pathway

	2022	2023	2024	S&C	NUTRITION
High Perf	Establish links with Portuguese team	Exchange program: 1 athlete	Exchange program: 2 athletes	Periodisation	
Perf	Development of National HPU	D'ment of Academy (N=2) & Club	Growth of Academy (N=4) & Club	Periodisation	Competition
High Pot	Development of East Hub	Development of North Hub	Development of West Hub	S&C Modules	Training
Club	2 Club Coach mentored	4 Club Coach mentored	6 Club Coach mentored	Movement competency	Health
ID	9 Schools: 8k	20 Schools: 20k	24 Schools: 24k	Physical ID	



Perf

Wales: HPU Merthyr



Communities & Participation

Communities Board Director
Ben Rose



- **Covid Guidelines** – Supported clubs moving from alert level 4 down to level 0- Coacha booking system pilot.
- **Membership** – A new structure was developed and introduced 2021/2022.
- **Club Accreditation** –introduced this season to help support club growth, ensure safety and wellbeing of participants and gives clubs a standard in which they can operate in a safely
- **Be Active Wales Funding** – more than 6 clubs successfully apply for BAWF
- **TT On The Go Project** – Partnered with 14 organisations and over 700 table tennis packs went out across Wales to clubs, communities, schools, families and housing associations.
- **TT Leagues** – We have invested in TT Leagues for 2 years to help support leagues in their organisation, admin and league systems. Giving clubs more opportunities to promote their clubs helps table tennis in Wales to be more visible with leagues being easier to access results and opportunities.
- **Bronze Insport standard-** TTW proud to achieve this to show how inclusive we are as an organisation.



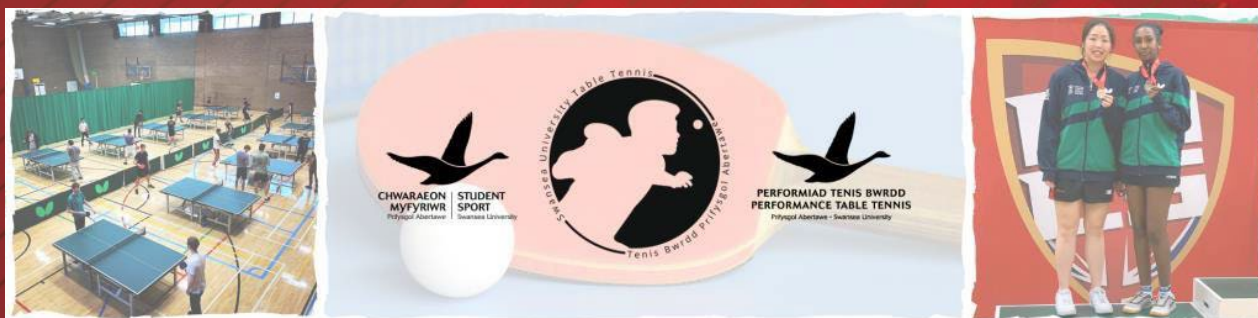
GAP Launch

- GAP or Game Advisory Panel was launched in August 2021 as a key initiative to give Clubs and communities a voice and to expand the game nationally. We want to connect with key clubs and organisations within and outside of the sport. Ideally our aim is to see more people involved and giving back to the sport we all love while also appreciating the benefits of being part of the wider Table Tennis Wales network.
- **League Management Committee** – 4 meetings held with the league management and have created more talking points, encouraging conversations are taking place to ensure growth and development in leagues and the structure of leagues and how they operate.
- **Regional Forums** – Regional forums and a National Conference to engage with more people, bringing people together and share ideas and developments that are going on.
- **Competitions** – new National Competitions Officer and committee members appointed. Brought back Team Championships of Wales 2021 (24 teams competing). We now turn our focus to Cardiff GP and other ranking events.



Swansea Regional Community/University

- TTW partnered with Swansea City Football club to provide academy players with a table tennis engagement, wellbeing session.
- Recruited volunteers with Cardiff Met and University of South Wales to provide events and photography services.
- Partnership at Swansea University has developed with the university numbers increasing threefold and more teams added
- Helped get Swansea clubs back playing and Swansea league up and running
- Ran a girls camp with Swansea City Council



Swansea Region

Board Director
Dennis Bromage



Communications

Chief Executive
Rhian Pearce



Comms Overview

Additional grant secured from Sport Wales to address member feedback

Lloyd Bell Production - Communications & Marketing agency - appointed Dec 2020 to support:

1. Creation of a Comms Strategy
2. Building TTW's social media presence across all platforms
3. Creating bespoke campaigns to deliver key messaging in an innovative & engaging format
4. National campaign support e.g. International Women's Day (TTW case studies)
5. Engagement - through text, visuals and film
6. Webinars - hosting, planning and delivery
7. TTW Website - development, planning, writing and creative licenses
8. GAP - development and launch
9. Calon – creating the character to engage with younger audiences
10. Writing of press releases and news features.
11. Targeting the media



Launch of GAP



<https://twitter.com/walesTT/status/1415944419933626368>



Roller Ball – Solo

Challenge 1

How many times can you keep the ball rolling using forehand (thumb side)?

Challenge 2

How many times can you keep the ball rolling using backhand (finger side)?

Challenge 3

How many times can you keep the ball rolling using a mixture of strokes?

How to master roller ball on your own:

Sit facing a wall. Keeping the ball on the floor, hit the back of the ball gently to keep the ball rolling back off the wall.



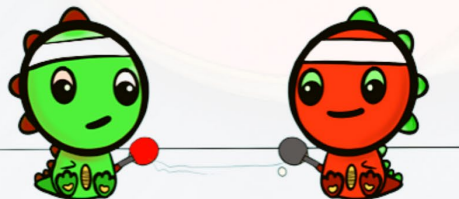
Keep your bat flat and find your range with the push!

TOP TIP

Roller Ball – Partners

How to master bouncer ball with a partner:

Sit facing your partner, ensuring the ball stays on the floor. Keep the ball under control by pushing it back and forth with your partner.



TOP TIP

Use your leg span to create a field of play!

Challenge 1

How many rolls can you complete as a pair using forehand?

Challenge 2

How many rolls can you complete as a pair using backhand?

Challenge 3

Who can roll the ball the most times without missing?

#ForEveryone

4

tabletennis.wales

Calon

Worked with TTW team to create character

Launched a competition on socials to name character hence the birth of 'Calon'

Implemented Calon into the TTW 'on the go' packs / resource cards to further engage new players



Design and Creation of On The Go Packs



National Engagement Video – The Power of Film!

 **Table Tennis Wales**
@walesTT

[#FeelGoodFriday](#) - Our National Coaches working hard to engage the future generation of Table Tennis players 🏓🇬🇧



Matt Porter
Swansea Development Officer and Aspire Lead coach

350 views 0:11 / 1:44

<https://twitter.com/walesTT/status/1446384998748205064>



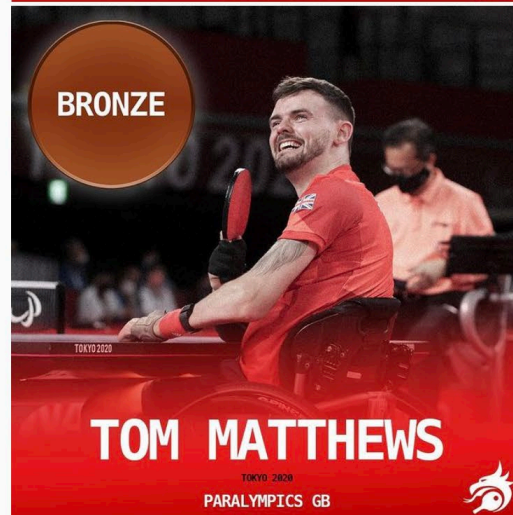
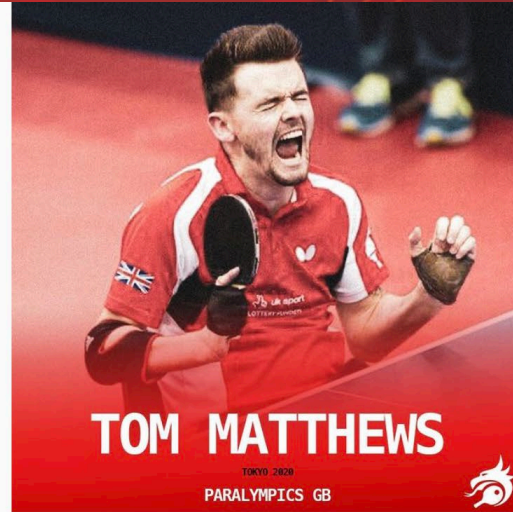
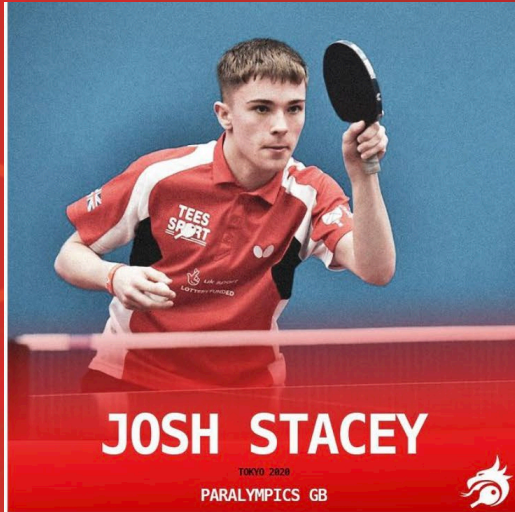
Marc Castro – A Day In The Life



<https://twitter.com/walesTT/status/1375372014458912769>



Paralympics Coverage




News Articles & Press Releases

“It’s Super Saturday as our GB Para Table Tennis Players Shine in Tokyo!”



“Tremendous Performances from our GB Para Table Tennis Players in the Teams’ Events in Tokyo!”



Jackie Williams

Table Tennis Volunteering Around the Globe

Jackie Williams’ world tour – the Blue Badge umpire and her four decades of table tennis volunteering around the globe

Jun 8, 2021

Jackie Williams is one of the world’s top and most experienced international Blue Badge umpires – and she ...

[Read More →](#)



Martyn Symons

Ping Pong Parkinson's UK National Championship

Martyn Symons to represent Wales at the UK’s first Ping Pong Parkinson’s UK National Championship in August 2021

Jul 14, 2021

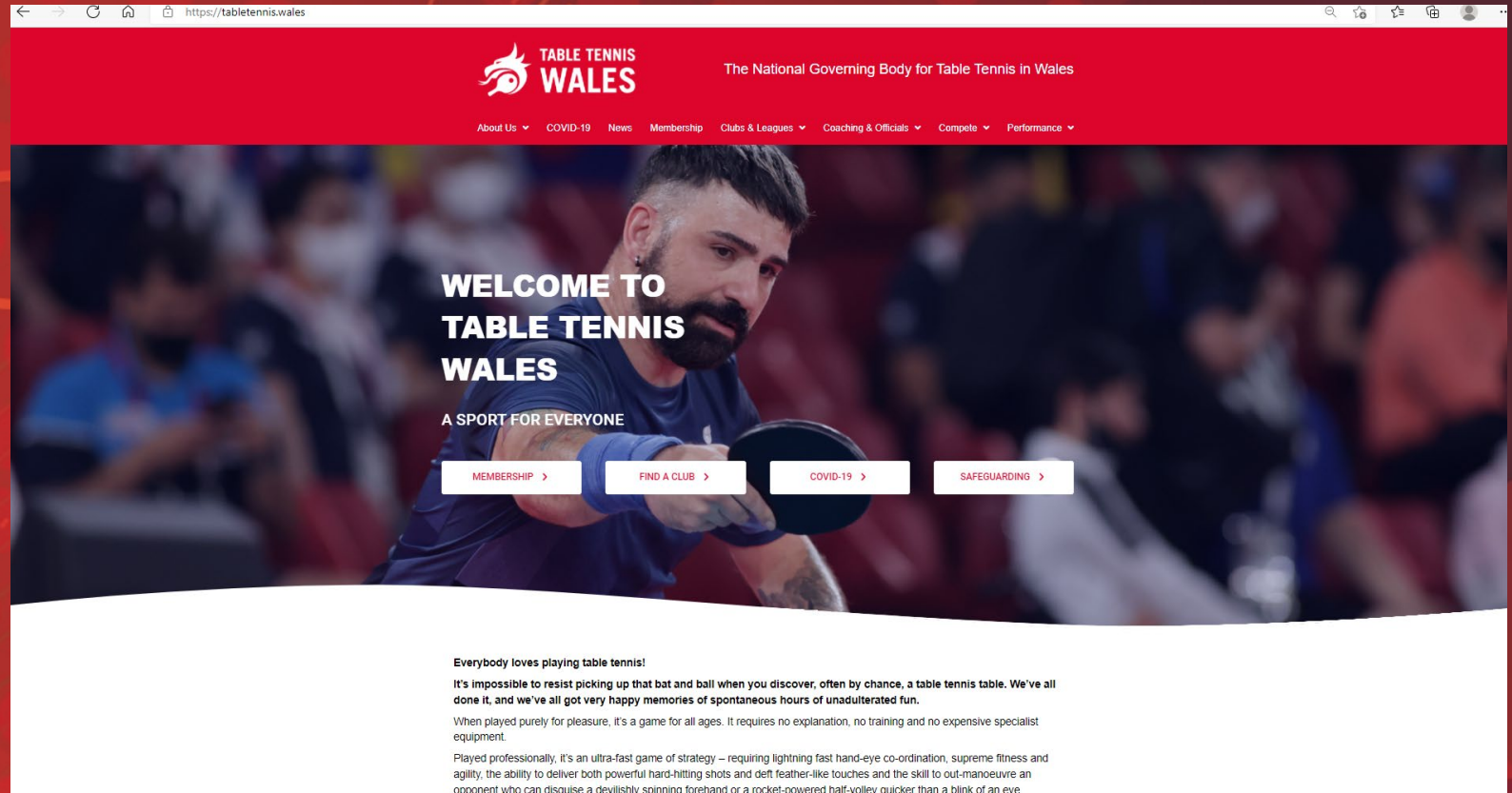
Martyn Symons won’t be just Wales’ only player at the UK’s first Ping Pong Parkinson’s UK National Championship ...

[Read More →](#)



Website

- Creating all web content for the initial layout be it written text, visuals, infographics
- Editing and maintaining the site to date
- Maximising SEO to drive visits to site & promote our sport



Social Media

- Being reactive to news and tags
- Creating and scheduling content for national and individual campaigns
- Producing monthly reports to show engagement levels
- Connected with clubs to promote sessions and upcoming competitions



Webinars

- Bi-monthly webinars to focus on key areas of the organisation to give members an informative insight into all the work going on behind the scenes
- Delivery of updates from core TTW personnel
- Another successful platform to launch GAP by speaking to individuals to talk about the benefits of volunteering/getting involved
- Encouraging members to ask questions/know more about the organisation



Safeguarding Report

Safeguarding Board Director
Steve Heydon



- Dave Loosmore, National Safeguarding Officer (NSO) was unable to visit clubs in person as planned due to Covid-related restrictions. This will be a focus this season.
- Focused on club webinars and email communications to raise awareness of the topic
- Re-visited our policies and procedures to update in line with legislation and with feedback from TTW core team on operational procedures.
- Adopted case/concern management software called My Concern. Historical cases have been uploaded.
- Our NSO has achieved accreditation as a UK Coaching online Safeguarding and Protecting Children tutor, as well as an Associate Tutor for the Ann Craft Trust, delivering their Safeguarding Adults training.
- A joint Safeguarding and Protecting Children and Time to Listen course was developed, which will allow Club and League Safeguarding Officers to become compliant in one course. This was piloted during the summer and will be rolled out.
- Our NSO passed the NCFE accredited Lead Safeguarding Officer in Sport course.



Finance Accounts 2020-21

Finance Director
Andrew Thomas



Covid 19 disruption - impacting sporting activity and financials

Sport Wales grants maintained plus additional secured (deferred)
+ £50k to 'bring back the sport' & drive communications

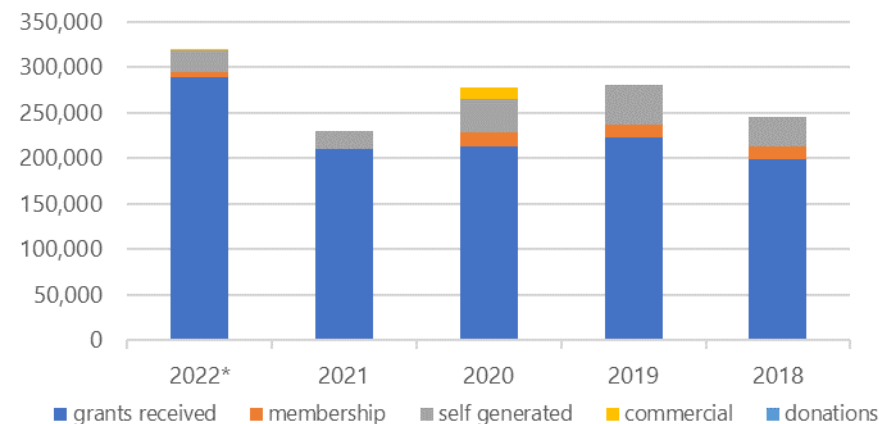
Membership fees - waived for 2020-2021

£ INCOME, 2021

grants received	210,448	92%
self generated	19,317	8%
membership	-1,200	-1%
commercial	0	0%
donations	0	0%
	228,565	

INCOME

12 months to 31st March



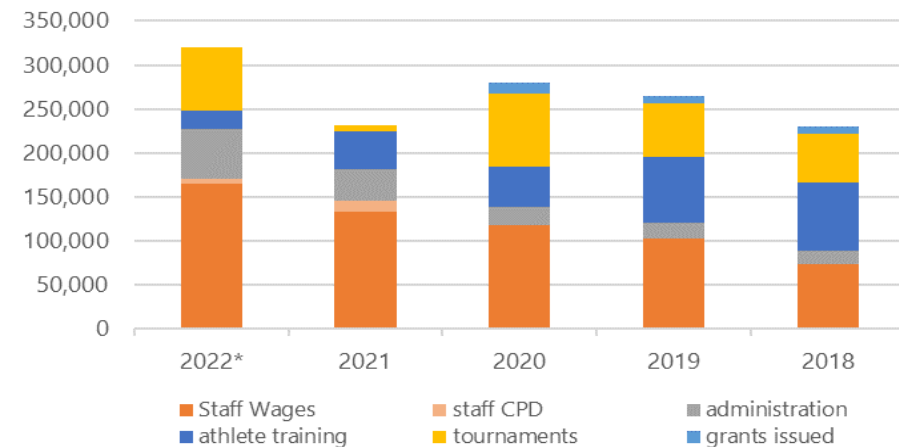
Prudent management and prioritisation of expenditure

£ EXPENSE, 2021

grants issued	0	0%
tournaments	7,691	3%
staff CPD	12,253	5%
administration	35,773	15%
athlete training	43,055	19%
staffing	132,622	57%
	231,394	

EXPENSE

12 months to 31st March



Financial statements externally prepared and audited

Minor Operating Deficit after grant funds deferred



Appointment of Auditors



Appointment of Solicitors



Membership Discussions



AOB

