



Minutes of TTW Board Meeting

Date: Thursday, 24th July 2025

Location: Teams & Sophia Garden

Present

Dennis Bromage, Steve Eades, Nicki Arthur, Megan Powell-Williams, Andrew Thomas, Achille Versaeval, Sophie Hancocks, Chelsea Quickfall, Owen Rodgers
Teams: Aled Rhys Howell, Susie Osborne,

Apologies

Claire Biddle, Craig Bryant, Simon Evans, Adam Palfrey, Simon Evans

Declarations of Interest

MPW will not be able to advise on EDI policy itself due to her role at EHRC.

Matters Arising from Previous Meeting

- Document and Policy – To be re-circulated.
- Board Appraisals – Ongoing, led by Nicki Arthur.

Safeguarding Update

- Working towards CPSU Level 3 accreditation.
- ACT Framework submitted and awaiting ACT feedback.
- There was crossover of policies relevant for both frameworks, so key policies have been reviewed and submitted.

Actions

- 1 Annual review 30/9 with SH by CPSU
- 2 SH –MD planning own safeguarding event or training sessions to refresh on safeguarding matters and policies. Input from members is difficult to obtain, however the Safeguarding Committee is working on this.
- 3 Codes of conduct to be addressed when clubs are affiliated with TTW and this is supported on Sport80 when signing up.
- 4 Policy for decision – WhatsApp
- 5 Policy for information - Child Friendly Safeguarding Policy

Risk Register

- Register has remained the same for this period
- Home nations risk register to be shared with MP-W from SE for home nations events

Finance

- Projection of year end discussed – addressed the challenges and risks at the last subcommittee meeting.
- Discussed how restructuring has impacted this. Two more roles have now been

filled, and restructure has been achieved in a more cost-efficient way.

- Competitions events calendar to be managed more efficiently going forward to prevent ongoing challenges, the impact is delayed for the budget.
- Financial performance to budget & variance to last year's budget.
- Long term view of strategy for projections required for assisting for next years budget. Key points for board to understand, to assist with strategy and decision making.

Actions

- 1 Long term surplus calculation helpful to determine the budget use and timeline. Budget is forecasted at halfway through year and SW/SO to be informed, to document this.
- 2 Balance sheet summary – variance to be confirmed and corrected of accumulating variance.
- 3 Investment of grant award to be determined if this could be deferred if not all utilised.
- 4 Tax position to be determined by WSA for clarity of this year's liability. LJ is looking into this.

CEO Update

- Accountability, Learning & Progress - Improvements form implemented and reinforced by regional officers.
- Strategy day booked for 1st November.
- Moving to Inclusion working group is progressing to address development and we have support from Natasha Mills.
- Merthyr Project – SH appointed for this role and development in the region.
- SE to move to Director of Partnerships role from previous. (NA Update)
- Partnerships with other racquet sports have been investigated, however unfortunately there is little scope at present.
- Supporters Kit site is live and has had its first sale to produce additional income. Promoted on all socials and to be on the continual media calendar.
- Cobalt HR assisted with restructure and training and development is in progress to be implemented.
- AMS pathway players system implemented to monitor performance. SW system is in progress for players to sign up for the accounts. Outreach training session from SW Carys to assist with signups.
- GB alignment- GB nominations are grouped for teams, all home nations. OR attended meeting and consensus was practically not possible. Collaboration on the pathway is preferable, however we are aware of the financial impact of this, as it is far more costly for them.
- SO, leaving and recruitment for the role is in process.
- Participation- Key points being addressed is partnerships and regional development. Possible restructuring to cover all regions but further planning.
- Performance calendar plan and budget discussed, with plan to encourage better opportunities for competitions and events.
- Athlete journey during performance pathway to be addressed at strategic development day
- Companies House directors register additional verification with them to be actioned. BD's to meet in person if they require assistance with this.

Actions

- 1 Contacting local TT players/members/clubs to encourage better engagement for roles being recruited. Sport 80 can be used to filter those with coaching quals to reach out directly - Mid Wales sport partnership if assisting with facilitating recruitment.
- 2 Breakdown of VX3 supporters kit sales to be provided at next mtg
- 3 ARH to be invited to mtg with OR, CB & EC on performance coaches' collaboration

- 4 Strategy day to assist with the redesign of development. ARH and CB to redevelop the committees.

Policy

- Competition rules, regulations and procedures are out for consultation today after an incident raised which highlighted area requiring development. Communication and education to be carried out once agreed with clubs and tournament organisers. Clubs will be contacted for feedback if they do not feedback.
- WhatsApp - for decision.
Possible rename of policy to Digital Communications Policy with WhatsApp referred to within this. Group members, to sign a general code of conduct, could policy be part of this when joining.
- EDI Procedure and Policy now added for discussion and feedback encouraged.
- Transgender policy draft produced for feedback.

Actions

- 1 Ensure that all TTE/TTW references are corrected. Doubles wording, mixed doubles wording to be clarified and eligibility of players determined - feedback via comments encouraged. Home nations alignment on policy to then be investigated.
- 2 Policy use: Comps only or clubs to use this too? Clubs will require education and communication of this. Links to EDI policy to be investigated to ensure alignment. OR to seek advice from SW on this.
- 3 Governance – Review of all policies is an ongoing project, and a tracker has been produced to monitor this.

AOB

- 1 Could TTW reflect on policies to update to current climate of vocal playing/competing
- 2 SE – Could pathway encourage life skills and development, to ensure a good reflection on TTW and manage safeguarding risks. Technical skills are addressed but not as much attention focused on the above skills.
- 1 SE: 5-8th Sept Home nations vets comp -to ensure its promoted. Coaching sessions are set up for players (Thursday night) for them.
- 2 Improvement of AGM engagement: Recognise volunteers for an annual award. Possibility of AGM to be part of an event to encourage attendance.