



Minutes of TTW Board Meeting

Date: 29th January 2026

Location: Microsoft Teams, Sport Wales National Centre Sophia Gardens

Present

Nicki Arthur, Owen Rodgers, Susie Osborne, Achille Versaevel, Andrew Thomas, Steve Eades, Sophie Hancock, Claire Biddle, Chelsea Quickfall

Apologies

Megan Powell-Williams, Adam Palfrey, Aled Howell, Dennis Bromage

Actions from Previous Meeting

Actions from the previous meeting were noted as ongoing and carried forward.

Declarations of Interest

- None declared.

Performance Update

World Team Championships – London (28 April – 1 May)

- Wales is one of only two Home Nations qualified for the World Team Championships in London.
- Matches will take place at the Copper Box, with progression to Wembley Arena if Wales advances.
- Draw reviewed; Wales has a realistic opportunity to progress based on rankings.
- Board members and wider TTW community encouraged to attend.
- Ticket booking is via Ticketmaster; booking link to be shared again with members.
- Event recognised as a centenary competition and significant opportunity to showcase Welsh athletes.

Performance Pathway & Coaching Structure

- Coaching and performance plans nearing finalisation: currently in draft and shared with coaches.
- Coaching development plan to follow, aligned with England's newly announced coaching structure.
- Nathan continues in post (part-time, 3 days/week); model considered effective given current delivery hours (~12 table hours/week).
- Additional 12-hour Pathway Support Coach role created and offered internally to Regional Officers.
- Aim is to increase coaching delivery without adding administrative burden or full-time cost.
- Acknowledgement that 12 hours is insufficient for world-class development, but reflects current structural constraints.

Governance Improvement Plan & RAG Rating

- Board reminded that they have signed off the Governance Improvement Plan and Arwain Cymru framework.
- Plan incorporates:
 - Self Assessment outcomes
 - Prioritised actions over a multi-year period
- Progress to be reviewed by the Board every meeting.
- Welsh Language Policy discussed:
 - Agreed as appropriate for a national body
 - Initial focus on policy, commitment statement, and bilingual website/social media
 - Full compliance recognised as a long-term objective rather than immediate requirement.
- GBTT

The Board agreed that Gavin Evans of TTE is authorised to write to the ITTF concerning GB mixed team qualification criteria for the 2028 Olympic Games, subject to obtaining permission from the other Home Nations.

Equality, Inclusion & Hardship Support

- Discussion held on the potential introduction of a hardship fund or access protocol.
- Recognised as good practice aligned with equality and inclusion principles.
- Other sports operate access protocols rather than standalone hardship policies.
- Board agreed the concept is worth progressing, ensuring participation costs do not exclude individuals.

Charitable Structure Discussion

- Consideration of whether to formally launch an associated charity.
- Benefits discussed:
 - Ability to apply for grants restricted to charities
 - Potential mechanism for hardship bursaries or grants to TTW
- Risks and concerns raised:
 - Significant governance and administrative burden
 - Resource diversion from delivery and strategic priorities
 - Grant-writing capacity required
- Board not fully convinced at this stage; further consideration required once purpose, beneficiaries, and capacity are clearly defined.

Strategic Plan – Design & Delivery

- Final draft design positively received; content and layout praised.
- Strategic roadmap welcomed, particularly emphasis on shared responsibility across the sport.
- Minor design feedback to be provided offline.

- Plan shared with Sport Wales stakeholders for final comment.
- Performance plans to follow once Performance Director is in post.
- Governance actions within the strategy to be reflected in the Risk Register.

Finance Update & Financial Services (WSA)

- No material budget drift identified; year-end forecast expected to be positive.
- Ongoing issues noted with WSA:
 - Late and inaccurate management accounts
 - Impact on budget visibility and decision-making
 - Delays in finalising annual accounts and assessing corporation tax liability
- Board discussion covered:
 - Contractual notice periods
 - Need for evidence trail (confirmed emails exist)
 - Risks of continuing sub-standard service versus disruption of change
- Examples cited of other NGBs terminating WSA contracts and moving to tender.
- Finance Subgroup to explore options, including:
 - Reviewing external tender models
 - Potential hybrid or in-house approaches
- Agreed to monitor short-term improvement while gathering comparative intelligence.

Board Effectiveness & Capacity

- Discussion on whether Board structure and roles remain fit for purpose to deliver the new strategy.
- Agreed this should be reviewed in a future meeting, not immediately.
- Proposal to include this as a specific agenda item, potentially with RAG-style assessment.

AOB

- None.

Actions Summary

| Action | Owner | |
|---|-----------------|----------------------------|
| Board member to attend next major training camp to observe environment and reinforce standards. | Board Member | Next camp (post-Christmas) |
| Review parent-access policy at training venues and consider stricter enforcement. | Leadership Team | Before next camp |
| Share World Team Championship ticket link with members. | CQ | Completed |
| Board members to formally sign off Governance Improvement Plan. | OR | |
| Reflect governance actions in Risk Register. | SH | Completed |
| Finance Subgroup to review financial service options and report back. | OR & AT | |

| Actions from Previous Meeting | |
|---|-----------------|
| Ensure all TTW references are corrected in policies. (Transgender Policy) | Carried forward |
| Review which relevant policies are required on website. | Carried forward |
| Continue investigating digital competition management systems; report back in 6–9 months. | Carried forward |