



**NETBALL SOUTH REGIONAL MANAGEMENT BOARD MEETING**  
**17 JANUARY 2022 via ZOOM - D R A F T**

<b>ATTENDEES:</b>	Phyllis Avery (PA) – President Toni Brunsdon (TB) – Vice Chair Sarah Feast (SF) – General Member Jan Johnson (JJ1) – General Member Julie Arnold (JA) – General Member Annette Allanson (AA) – General Member Danielle Lewis Collins (DLC) – General Member Heidi Rosamund (HR) – General Member Jo Coker (JC) – Finance Director Natalie Park-Griffiths (NPG) – General Member Emily Nemeth (EN1) – General Member Jane Jewell (JJ2) – General Member	<b>KEY:</b> Chair (C) Vice Chair (VC) General Member (GM) Partnership Manager (PM) Regional Coordinator (RCO) President (P) Regional Management Board (RMB) Technical Support Group (TSG) Netball South (NS) England Netball (EN) Regional Chairs (RCs) County Chairs (CCs)
<b>APOLOGIES</b>	Julie Tucker (JT) – Chair Amy Stewart (AS) – EN Partnership Member Carolyn Davies (CD) – General Member Christina Berenger (CB) – General Member	
<b>CONFLICTS OF INTEREST</b>	None Declared	No further action required
<b>NAME</b>	<b>TITLE</b>	<b>FUNCTION/TS GROUP</b>
Phyllis Avery Julie Tucker	President Chair	Governance Strategy, Governance, Finance, Playing & Coaching

Toni Brunson Jo Coker Jan Johnson Julie Arnold Sarah Feast Jane Jewell Annette Allanson Carolyn Davies Christina Berenger Natalie Park-Griffiths Emily Nemeth Danielle Lewis Collins Heidi Rosamund	Vice Chair Finance Director Competitions Director Officiating Director Player and Coaching Development Director Player and Coaching Development Officer Player and Coaching Development Officer Disciplinary Lead Officer COVID Lead Officer Marketing and Media Director Player and Coaching Development Officer Player and Coaching Development Officer Guernsey Officer	Strategy, Governance, Finance Finance Competitions Officiating Playing & Coaching Playing and Coaching Playing and Coaching Governance Governance Marketing and Media Playing and Coaching Playing and Coaching Guernsey
<b>NON-BOARD TSG MEMBERS</b>		
Chris Granger Kate Miller Julie Wilks Tracy Stubbs Sarah Clifford	Competitions Officer – Hampshire Competitions Officer – Sussex Officiating Officer – Sussex Officiating Officer – Hampshire Officiating Officer - Hampshire	Competitions Competitions Officiating Officiating Officiating

### Standing Agenda Format:

- 1 Apologies
- 2 Conflicts of Interest
- 3 Previous Minutes and Matters Arising/Actions
- 4 Functional Reports: Chair, Finance, Competitions, Officiating, Player & Coaching Development, Volunteering, COVID, Disciplinary, EN Update, Governance, Marketing & Media
- 5 AOB
- 6 Date of next meeting

No.	Agenda Item	Main Points	Actions	Assigned to
1	<b>Apologies</b>	In the absence of JT, TB chaired the meeting		
2	<b>Conflicts of Interest</b>	NONE DECLARED	No further action required	

3	<b>Review Previous Minutes</b>			
4	<b>Matters Arising</b>			
<b>Date</b>	<b>Completion Date</b>	<b>Carry over Actions from Previous Meetings</b>		
24.11.21	<b>ONGOING</b>	CD forwarded the Netball Scotland document on Trans Policy and JJ1/DLC will meet to discuss the situation they have with a Junior netballer within their County as it needs dealing with. DLC also agreed that she would contact EN to push for a specific Policy document	DLC	
24.11.21	<b>COMPLETED</b>	NPG to produce a report for the NS Website relating to the August tournaments in Warwick.	NPG	
24.11.21	<b>COMPLETED</b>	JT/TB/JJ1 to meet and discuss what age groups should be involved at Performance Tournament.	JT/TB/JJ1	
24.11.21	<b>REVIEW IN SEPTEMBER</b>	DLC to put together a programme so that other Counties within the Region can benefit from this scheme.	DLC	
24.11.21	<b>COMPLETED</b>	TB to produce the document that was established on the cross references of our Governance and EN Policy Documentation and send to EN to establish if we are in a good place.	TB	
27.09.21	<b>COMPLETED</b>	AS agreed, to ascertain what had been discussed at a previous Regional Chairs meeting on the subject of the website. AS had asked questions, but with no response to date. She will now go down a different avenue and speak to the South West as it is on their Agenda.	<b>NEW ACTION 1:</b> NPG to provide an update at the next RMB meeting on website progress	AS
08.06.21	<b>COMPLETED</b>	CD highlighted the EN Terms & Conditions that state that all persons who take out a membership agree to the T&Cs and significantly Clause 5 (relating to policies) which relates to all Leagues, Counties & Regions. It means if we step outside of those criteria we could be treated as a Respondent. Therefore, our policy around any complaints or resolutions can only be dealt with around our Regional Rules & Regulations. Anything else goes to EN who will then decide whether they refer it back to the Region for a resolution. The T&Cs document is currently being looked at by a Barrister.	<b>NEW ACTION 2:</b> TB – Informal complaint/concern paper to be submitted to EN for acceptance	TB

04.05.21	<b>ONGOING</b>	JC reported that ENGage had been reset as of 1 July and she had lost all her numbers. JJ1 reported that she has been requested by EN to do some testing on ENGage membership updates, involving how members create an account and buy their membership. JT reported that NS had managed to do a data extract before 1 July and these could be used for discussions. CD reported that she was waiting for a list of NS members who have been disciplined trained for her report and it was agreed that this information should be on the members' profile.	3. LF/JT/JC to meet and discuss issues regarding ENGage, including whether disciplined trained members could be added. Recent issues with ENGage have delayed this process.	JT/LF/JC
27.09.21	<b>ONGOING</b>	The RMB had agreed that we need to appoint a new Volunteer Officer.	4. JT/TB to pick this up and discuss further	JT/TB
27.09.21	<b>ONGOING</b>	AS was to ascertain if there was any update on the Transgender Inclusion Policy. AS has sent the RMB a link as to what is currently on the EN website which includes some information around this area but no further information as yet as to when that Policy is going to be updated.	5. AS to ascertain update of Transgender Inclusion Policy	AS
	<b>Chair - JT</b>	<p><b><u>Key points:</u></b></p> <ol style="list-style-type: none"> <li>1. Regional Chair meetings took place to discuss the progress and requirements of the Regions with regard to the implementation of the new EN Adventure Strategy; there is still confusion over the roles of the Regions in relation to this strategy. More updates to follow pending next meeting.</li> <li>2. At the meeting with EN to discuss point 1, there were indications of role and responsibility restructuring within EN which will be rolled out over coming months.</li> <li>3. NS are still waiting on an update from EN on the collaborative website and have indicated that Natalie our lead, needs to be invited and involved in this prior to any decision making on investment and or collaboration with Regions and or EN.</li> </ol>		

		<ol style="list-style-type: none"> <li>4. Netfit have partnered with Netball South and given a memberse discount for their APP.</li> <li>5. Netball South have decided to implement the Performance Clubs national Invitational 2022 in August.</li> </ol>		
	<b>Finance – JC</b>	Update of accounts shared on Google drive – no questions relating to Finance report.		
	<b>Competitions – JJ1</b>	<p><b>Key points:</b></p> <ol style="list-style-type: none"> <li>1. Half way through all regional leagues we have seen multiple Covid cases resulting in many postponements. Currently received more than 40 requests and expect more now NPL season has started.</li> <li>2. Covid guidelines updated to clarify criteria required for postponements.</li> <li>3. County rounds of National Schools Competition completed for all Counties</li> <li>4. Regional round scheduled for January 29<sup>th</sup> at Southampton as Wavell not accepting bookings due to Covid and lots of volunteers will be needed on the day</li> <li>5. National club South events for U15 &amp; U17 re scheduled by EN in February affecting NS regional fixture, more postponements</li> <li>6. Second half of U13 fixtures issues and start at the beginning of February</li> <li>7. Some concern raised about the distance travelled by some U19 squads. Fixtures are different this season and will revert to normal next. This does not mean those teams in the outlying areas or the region will not have further to travel.</li> <li>8. CTSG member are getting 'burnt out' with increased pressure of sheer numbers of emails &amp; queries raised</li> </ol>	<ol style="list-style-type: none"> <li>6. CTSG admin support required (volunteering). CTSG to provide a quick description of the tasks</li> </ol>	JJ1/CTSG

		<p>by teams. May need some more admin help for the rest of the season</p> <p>9. Expression of Interest form has been send to clubs for the Netball South Invitational Tournaments to be held in the last two weekends in August. So far 14 clubs for each age group have replied including the Swiss Netball National squads</p> <p>In discussion following, it was also noted that there is an expectation form Team mangers for CTSG members to be responding immediatly to any communications and it is simply not possible.</p> <p>There was some confusion around which weekend the age groups were completing for in the NS Invitational. JJ1 is the lead on this so those should be the date we go by.</p> <p>National schools competition will now be held at Southampton Netball Centre as Wavell are declining taking large event bookings due to covid. The schedule will be prepared and sent out in the next week.</p> <p>The entry tournament was originally set for the first weekend in June. However, due to the Queen's Jubilee, this date will be revised.</p>	<p>requiring support so that additional help can be sourced either from within the RMB or externally.</p> <p>7. JJ1/CTSG to confirm which age groups are competing on which August dates. The schedule for the national schools and the alternative date for the entry tournament.</p>	<p>JJ1</p>
	<p><b>Officiating - JA</b></p>	<ol style="list-style-type: none"> <li>1. Umpire allocations to the Open Divisions have been circulated for the 2<sup>nd</sup> half of the season. We have our first fixture on the 16<sup>th</sup>.</li> <li>2. Umpires and Court Mentors are currently being sourced for the Regional Schools, scheduled for the 29 January</li> <li>3. B Award Courses have now gone live on EN, and I am aware of several umpires from the South that have been successful in obtaining a place</li> </ol>		

		<ol style="list-style-type: none"> <li>4. Technical Officials have been appointed to the forthcoming Quad Series at the Copper Box.</li> <li>5. Technical Officials have also been appointed to the Surrey Storm and London Pulse NPL and SuperLeague fixtures.</li> <li>6. Rachel Hammond has joined the OTSG as a replacement for Sarah Clifford</li> <li>7. The issue with the Court measurements at the Garrison in Aldershot is being dealt with, but it looks like it will not be solved until March 2022. Therefore, all teams involved with Regional/Hampshire matches have been advised to find alternative venues.</li> </ol>		
	<p><b>Player &amp; Coaching – SF</b></p>	<p><b><u>England Netball Performance Working Group</u></b></p> <p>A meeting took place in Loughborough (and online) on Wednesday 8<sup>th</sup> December. Sarah submitted responses to various questions raised by England Netball with regard to the Performance Pathway prior to the meeting and Emily attended via Zoom to represent the South. It is hoped that this working group will be able to address many of the concerns that have been highlighted particularly with regard to the recruitment of players into franchise academies and the relationships between the county programmes and the franchise offerings.</p> <p>In summary, the meeting was beneficial in regards to representatives from across the country being able to put their opinions across in regards to the Pathway, particularly from an U13/U15 perspective. Most of the franchises were represented, along with some key County leads. It was clear that different locations have different issues, and that England Netball need to be clearer in terms of both delivery and outcome.</p> <p>There were some great themes, particularly around transparency, consistency and quality. Ultimately the message is focused around what is best for the athletes, coaches and their families.</p>	<p>IAL</p>	

	<p>Further updates to follow as and when they are received.</p> <p><b><u>Coaching Resources</u></b></p> <p><b>Partnership with NetFit (Australia)</b></p> <p>An online Zoom workout session with Sarah Wall and Tayla Davies took place on Wednesday 5<sup>th</sup> January which was very well attended by players and coaches from all over the South region. It is hoped that more can be arranged in the future.</p> <p>NetFit has also offered a generous discount to Netball South members who sign up for their app and have agreed to give Netball South a small “commission” for any memberships purchased.</p> <p>NetFit is a great resource for both players and coaches alike.</p> <p>At it’s peak time we estimate that there were approximately 140 people on the session. A link to the recording of the session will soon be made available to the board to share. A special deal has been agreed for NS members to receive a discount on a NetFit subscription. In return they have agreed to give us some commission.</p> <p>Going forward we plan to hold another future live session on an alternative night so more member can have the opportunity to join.</p> <p>It was also highlighted that although this is a strong initiative from the NS, EN staff are unable to directly advertise this product as it is in conflict with the virtual netball club (VNC) offer that EN provides to all members nationally.</p> <p><b><u>Coach Education Workshops (Danielle and Emily)</u></b></p> <p>We have successfully launched our Coach Education Series in Sussex with Tamsin Greenway and Emily Nemeth with really positive feedback to date.</p>	<p>8. NPG to share recording link on NS Facebook page</p> <p>9. JT to gain insight on how many NS members have taken up the NetFit deal</p> <p>10. JT to pass on information to JC regarding commission around the NetFit/NS programme</p> <p>11. When available, budgeting info to be shared with JC</p>	<p>NPG</p> <p>JT</p> <p>JT</p> <p>DLC/EN</p>
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**Sunday 14<sup>th</sup> November – ‘Through Court’ with Tamsin Greenway**  
 We had 18 coaches/teachers attend from the following schools and clubs:-

	<b>Club/School</b>
1	Gildredge House
2	MSN/Roedean School
3	5ways Netball Club
4	Stars NC
5	Magic NC
6	Woodley NC
7	Netsquad, Lewes
8	Woodley NC
9	Seaford
10	NRG
11	Exeter (uni and club) but previous Sussex and MSN and returning to the county
12	Tolworth Girls School
13	Christchurch Netball Club
14	Worthing Netball Club
15	Tolworth Girls School


Players were sourced from the South Surrey Storm Academy.

**Sunday 5<sup>th</sup> December ‘Position Specific – Circle Attack & Circle Defence’ with Emily Nemeth.** 12 attendees from the following schools and clubs:-

MSN/Roedean School
Magic NC
Exeter (uni and club) but previous Sussex and MSN and returning to the county
Stars NC

(finance) so that the bursary from NS to support with this project can be signed off

		<table border="1"> <tr><td><i>Gildredge House</i></td></tr> <tr><td><i>Redhill Netball Club</i></td></tr> <tr><td><i>Netsquad, Lewes</i></td></tr> <tr><td><i>Worthing Netball Club</i></td></tr> <tr><td><i>Eastbourne NC</i></td></tr> <tr><td><i>5Ways/Ardingly</i></td></tr> </table> <p>Both workshops have been very well received with attendees expressing their appreciation for local coach education opportunities on a more regular basis. Feedback has been mixed regarding the day of the workshops with some feedback asking for weekday evenings so as not to clash with senior regional fixtures. However, we have also received positive feedback about the weekend timing to allow coaches to travel from further afield to attend.</p>	<i>Gildredge House</i>	<i>Redhill Netball Club</i>	<i>Netsquad, Lewes</i>	<i>Worthing Netball Club</i>	<i>Eastbourne NC</i>	<i>5Ways/Ardingly</i>		
<i>Gildredge House</i>										
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<i>Worthing Netball Club</i>										
<i>Eastbourne NC</i>										
<i>5Ways/Ardingly</i>										
	<b>Volunteering</b>	Volunteering director function still vacant								
	<b>Governance - TB</b>	<p>TB has done a review on where the board is in terms of Sport England's Tier 1 governance. It has been left with JT to review but there are some areas of improvement. For example, reviewing a risk register, strategy document, adding an inclusion policy to the constitution, conflicts of interest documents. So please watch this space as there will be some actions to the board to follow as we continue to work with Ezekiel (EN Head of Governance).</p> <p>HR is a compliance officer by trade and also offered her support and consultancy in completing the governance health check.</p> <p>In addition to other Tier 1 governance improvements, JT suggested that we create a decision making template/guidance log for each of the TSG's to ensure consistent decision making and keep note of historic conflicts, the outcome, and outlining the journey to the outcome.</p>	12. TB to send HR a governance templates "wishlist" to help with the Tier 1 health check	TB/JT/HR						

		HR contributed that detailing individual discussion within meetings is generally perceived as good governance. However, our current ethos is to keep minutes in a simple format, particularly considering that the full meetings are recorded.	13. HR and JT to discuss best process for minute taking around discussion and conflicts	HR/JT
		<b>ANY OTHER BUSINESS</b>		
	<b>EN rebranding and regional logo</b>	<p>EN have gone through a rebranding and as such changed their brand logo. Previously NS have been using the NS logo produced by EN that offers the same image as the national logo, with the words “netball south” replacing “England netball”.</p> <p>As part of the rebrand, EN provided regional logos to all the regions. Example below:</p>  <p>8 of the 9 regions of EN have adopted the new logo. The view of the board is that it does not sufficiently represent the autonomous nature of NS. The board voted unanimously not to adopt the EN proposed logo in it’s current design.</p> <p>As the previous logo produced by EN is defunct, the board is to design their own logo.</p>	14. JT, TB to discuss the NS design with Jo Sinclair (EN Head of commercial) and confirm how the EN and NS logos will be used.	JT/TB
	<b>Level 3 Bursary</b>	<p>A level 3 coaching bursary application was received whereby the county did not support as the application was made after booking onto the course. As this is a slight deviation from bursary protocol, the board was asked to approve the bursary application.</p> <p>The board approved the bursary.</p>	15. JC to process L3 bursary	JC

	<p><b>Matters of concern document</b></p> <p><b>Quad series technical officials</b></p> <p><b>U18 men playing netball</b></p> <p><b>Website</b></p>	<p>Clarification that complaints, which are instances where codes of conduct have been breached, are dealt with by EN. All other conflicts (matters of concern) are dealt with by the region/county. A matters of concern document was produced by TB and circulated to the board for approval. Within the document it outlines the process for members should they wish to raise a complaint, safeguarding issue or matter of concern.</p> <p>Congratulations to JA, JC &amp; JJ1 from the board for being selected to represent the TO bench at the 3<sup>rd</sup> &amp; 4<sup>th</sup> days of the quad series.</p> <p>In Guernsey Sportsmark have added a policy that U18s cannot play against males (there is only 1 male team in Guernsey who normally play in the main league). The male team do not play for points, they simply play as there are no other teams for them to compete against.</p> <p>It is advised that an additional risk assessment should be conducted where these fixtures occur to consider player welfare. The exclusion of a male team would breach EN's inclusion policy.</p> <p>NPG is on the EN website working group and will continue to update on those matters. In the meanwhile is looking to make sure the current website is up to date.</p>	<p>16. Any comments or changes should be communicated to TB by the end of the week and then LF or NPG to upload to website once ready.</p> <p>17. All functional head to review their sections on the NS website and inform NPG of any updates that are required</p>	<p>ALL</p> <p>ALL</p>
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	<b>Date of Next Meeting</b>	Wednesday 16 March 2022 – 7.30pm via Zoom		

CONFIDENTIAL