



Minutes of Board Meeting held 18:30 Wednesday 18 May 2022 (Meeting held in the Clissold Pavilion and on Microsoft Teams)

Present:

Trustees: Howard Bennett (Chair), Cristian Winder, David Pagliaro, Kate Garvie, Maurine Lewin.

Apologies: Lisa Watch, David Harrison.

In attendance: James Mills

Howard Bennett welcomed everyone to the meeting. It was agreed that the minutes from the previous meeting would be approved by email.

Managing Director's Report

No safeguarding or health and safety issues to report.

HT has had a good start to the season with overall court bookings still significantly higher than pre Covid. Income for coaching programmes is currently in line with the previous year's, thanks to good take up of courses and an increase in programme hours.

Court rental increases are still to be advertised and implemented and this will be actioned from June.

James outlined the current coach and employee pay rates which had been pre-circulated in his report and suggested that this was a good time to review the rates given the recent increases in inflation. The board agreed to review the rates and it was also agreed that the next review would be March 2023.

Kate highlighted that most coaches are self-employed and should be treated differently to employees. James acknowledged this but said he felt that both coaches and employees could be considered in tandem for an increase due to the increase in inflation.

James said that Hackney Tennis (HT) has a rate increase in place for HT self-employed coaches who upgrade their coaching qualification and would like HT to investigate putting training opportunities in place for the HT's employees to provide similar opportunities.

Howard and Kate removed themselves from the meeting due to conflicts and the remaining board members reviewed the rates and decided on a 7% increase on employee salaries and also for coaching rates and that these would come into effect from May 2022.

James summarised that the Head Coach recruitment had been unsuccessful. It was agreed to readvertise later in the year at £50-55k and the same interview panel would be used again.

In partnership with the Council, HT will be running three hours of free community tennis coaching at Springfield Park on Thursday 2 June, 10am onwards. James mentioned that the parks team offices were all being moved over to Springfield Park.

The LTA have informed HT about the opportunity to tender to take on the operation of the 17 park courts across Tower Hamlets. The Board discussed the positives and negatives that would result from



taking on the tender and the consensus was that more information and time were needed to assess the opportunity sufficiently, there was much to still achieve within Hackney and taking this on would spread HT's resources too thinly.

Discussion was held on whether coaches should be able to have third-party links on their individual HT website pages. The Board concluded that website links from HT coaches' pages may be allowed with the following criteria:

- The website needs to be approved by the Board.
- The website does not have any third-party links.
- The website is just for information and education.
- There can be nothing on the website that the Board considers damaging to Hackney Tennis in anyway.
- The content must be tennis related.
- The website cannot be providing a business.

David P suggested that HT's trustees get relevant training on leading a charity and mentioned a contact who could be asked. It was agreed that David should follow up with this. James mentioned that HT's 8U parent captain, Roger Waite, is a charity lawyer and could also be asked to provide guidance. Maurine suggested that the Board compile a list of key areas to give to the training provider.

Howard closed the meeting.