

Board Meeting Minutes		
Where: Microsoft Teams		
Date: 7th October 2023		
Attendance: Natalie Ward, Natalie Justice-Dearn, Rhian Lilley, Farhad Divecha, Zoe Burton, Katherine Knight, Peter Kirk, Ali Smith, Brett Bader, George Crossman, David Bentley		
Item		Action By
Apologies	Peter Kirk, Farhad Divecha, Ali Smith, Natalie Ward, David Bentley, Rhian Lilley	
Declaration of Interests	N/A	
Approvals and Ratifications	N/A	
1. Minutes of previous meeting	GC raises typos. NJD retracted two points as requested by GC. KK to review before sign off.	
2. Matter / actions arising	Captured in updates throughout.	
3. KK Update	<p>KK raised Rounders England to present on current work undertaken to system partners multiple times – yet to hear back. Articles of association have been worked upon by the board. FD undergoing further board/governance training, all board have been offered the same training. Fair Play for Women email to be discussed later. KK is focusing on Play Rounders for the strategy and encourages the team to keep pushing ahead. Play Rounders is a strong opportunity to help grow rounders and change the perception of the sport. PK and GC commended for attendance of National Finals. RLi formally thanked for her work on behalf of the board ahead of her departure. Board will assist with Director of Development recruitment if required. GC agrees with KK and emphasises the difference RLi has made.</p>	
4. NJD Update	<p>NJD shares footage from National Finals that will feed into Parliamentary Reception. We have had the busiest summer to date.</p> <p>Grow Rounders England funded 56 community projects through the Together Fund. GO Rounders and Premier Education partnership has seen 88 teachers complete the Introduction to Rounders eLearning, allowing 77,000 children to partake in an after-school rounders session. The junior game is developing, webinar hosted by RLi for those interested within community. 4 junior community leagues are now established. New formats of the game tested and established. Insight project with Yorkshire Sport and Ready Steady Active to be launched at Parliamentary Reception. The launch of Play Rounders has been successful in South Birmingham, Burton upon Trent, and Walsall Wood. Statistics</p>	

	<p>state 884,900 people played rounders once or more, directly feeding into our 1 million people playing by 2032 strategy. Workforce offers have been reviewed and improved to increase accessibility and affordability for potential learners. Launch of Level 1 Intro to Umpiring eLearning successful. Education resources have been developed to encourage delivery in schools. The Trans & Non-binary policy has been reviewed through consultation with the playing community.</p> <p>Engage High uptake on eLearning. CPSU standards have been met, NJD commends SB on her management within safeguarding and compliance. CPSU will utilise Rounders England as a case study moving forward, which is fantastic for the organisation. The first inaugural awards were a success with 130 nominations received. Affiliated members increased from 8,780 in 2022 to 10,336 in 2023 to date. 520 schools registered for the new Education Affiliation. A full events season has been completed, with 9 differing event types delivered. 5 applicants received for the Youth Advisory Board.</p> <p>Compete Successful competition season, with 3 regional tournaments and a National Finals for teams. GC and NJD commend the development of the National Finals compared to 2022, the buzz, awards and attendance of AGM were all positives and can be grown upon for 2024. 528 engaged teams across England with 102 teams affiliated. ZB questions the difference between engaged and affiliated teams. NJD states there is a formula of engagement, the engaged teams interact with us on a regular basis but are not members, affiliated teams are members. Membership will be reviewed based on teams and leagues wants/needs to reduce the gap between engaged and affiliated teams and step away from insurance being the sole deemed benefit of membership. Awareness of new teams and leagues continuously growing. University and school events planned for 2024, with an increased offer based on 2023 demand for schools especially. League, competition, and development revenue grew by 11% year on year.</p> <p>Champion Rounders England are celebrating 80 years with a focus on the National Finals and the Parliamentary Reception. Guinness World Record for longest game of rounders with Adam Oxley was a success and gained positive social traction. A preservation of heritage bid with the Heritage Lottery Fund has been submitted for £100,000, JR picking this up in the departure of RLi. Heritage volunteer training will occur alongside the bid. Regional hubs and tournaments to be utilised to capture heritage. NJD states consultants normally do not take organisations this far in the process if the funding is not guaranteed so is hopeful, we will be</p>	
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	<p>granted the bid. Regional hubs established in Burnley, West Yorkshire and Burton Upon Trent with 113 talent players feeding into the 3 hubs. Skills Matrix is completed, final comments from CA are being added before this is shared. 8 Player Development Days have been successfully hosted across the country. Golden Tickets are a continued success in highlighting talent and inviting players to regional hubs.</p> <p>Partnerships Lots of work has occurred; with limited resources and a small footprint our partnerships are critical to realise our vision. SMT creating a commercial partnership pack to help move forward in the process of approaching potential commercial partners. No commercial partner for the Parliamentary Reception was appointed due to no interest. Budget has been re-forecasted to ensure the reception occurs, underspend from digital and marketing has been utilised. NJD disappointed in no commercial partner coming forward but states this is a lesson learnt for future.</p> <p>Governance Code for sport governance completed and feedback has been received – few areas as expected have not been met. No NGB has met all areas this round. NJD is not concerned. Areas failed are people plan and areas where further information has been requested. As a small NGB developing the people plan to the desired level will take additional time. NJD is part of a group of fellow small NGBs who have written to Sport England regarding the level of compliance expected, the drain on resources which this brings, and how our expectations from Sport England are the same as partners who have multi-million pounds of investments withing governance and safeguarding alone. Sport England have responded positively to the letter and are meeting with the group in November to discuss the concerns, issues, and possible resolutions.</p> <p>ZB aware we have looked at our assets available for commercial sponsors as individual assets. Questioned if one commercial partner for all assets for a specified duration is a better approach short term, to save time and resources whilst we develop our commercial knowledge internally. This would allow us to then go out to multiple commercial partners for each asset with a stronger promotional pack afterwards. SMT to discuss before Christmas, ZB to be invited. NJD states this is an important area of work which has been sidelined in place of current matters.</p> <p>DA states she is an ambassador for Sporting Heritage within rounders. DA happy to be included in discussions once funding is confirmed the. NJD thanks DA and states preservation of heritage features in the new Director of Development job description.</p>	
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<p>5. Safeguarding - standard agenda item</p>	<p>Key points discussed prior. Concerns have started to be raised – 2 within the quarter, showcasing our comms and the new approach with Welfare Officers has been a success. The concerns raised are of a low level and mostly due to poor practice. Player packs and codes of conduct shared. NJD commends SB on her work with CPSU and managing the new process. Rolling advert occurring for Case Management Group, the group will act as a sounding board. One applicant received and contact has been made.</p>	
<p>6. Risk Register</p>	<p>Position of staffing is main change due to RLi departure. AOG are developing and trialing a new risk assessment, DB and PK are working on this currently and will be reviewed in the next board meeting. BB states they are trying to identify key headlines instead, to shift the focus to items currently grabbing our attention. ZB questions how we are mitigating the impact of RLi departure. NJD states job advert has just been published within our own networks but expects an appointment to be made in the new year. Sport England are happy to be a part of the interview process. NJD is positive about recruitment. ZB will share the LinkedIn post. Key responsibilities have been shared for the interim, NW will also assist in staff management and open to further assistance due to recent increase from 3.5 to 4 working days. JR to pick up heritage work in interim but this work will not occur until new year. GC questions if we need to do something with the talent working group. GC and NJD to discuss this.</p>	<p>GC/NJD</p>
<p>7. UKAD</p>	<p>Nothing to report. Comms continuing to be shared.</p>	
<p>8. Finance</p>	<p>NJD reports on behalf of DB and PK. Next round of Sport England funding received 5th October; this will be distributed into investments where necessary. Full reforecast completed by SMT and to be shared with board. The stretch budget is the focus of the full reforecast. Currently, the biggest negative influence on the budget is the £20,000 commercial income target. All areas mostly tracking desirably overall. Currently tracking at +£1,000 compared to +£11,000 as desired from stretch budget. GC states the balance sheet and profit and loss sheet sent to board where both balance sheets; GC requested a profit and loss sheet to be sent to board. NJD has no huge areas of financial concern apart from commercial investment which was always deemed the hardest element. KK suggests discussing with the team to collate a package to go out to market now ahead of 2024, utilise Park Play adverts that feature on LinkedIn regularly. KK requests this to occur on LinkedIn so board can share this across their networks within the next month. ZB states looking into agencies who do the above on your behalf, ZB has contacts and can commence this conversation if we wish. KK states Scott Radcliffe at Sport England used to have funding for NGBs to have commercial support. With the assets we have, we do not need to start from scratch, we need to work with someone who has a strong network. ZB states if we are utilising the nostalgia piece, we need to be</p>	<p>NJD</p> <p>NJD/NW</p>

	specific in the brands we go after. ZB happy to assist on pack creation.	
8. Governance	NJD covered prior.	
9. AOG	NJD covered prior. KK states the report information is clear and easy to see.	
10. Marketing and Commercial	NJD shares analytics report. Report will be updated and shared monthly. NJD requests and requests ideas on data we should be collecting to be raised. DA states there are gaps within the report of information that should be featured and request this to be rectified. NJD states the engagement from socials over the summer has been huge, NW, JR and BS are doing a great job within social media engagement where we previously significantly lacked in. KK agrees and states having MH to analyse the engagement is a greater benefit to further our understanding and identify key areas of focus moving forward.	MH
11. Development and Engagement	GC states minimal to add from draft minutes and reports. Minor changes needed to the draft minutes before approval.	
12. Equality and Diversity	DA highlights item 3 on the minutes. An open discussion on the next steps for the Transgender and Non-Binary policy and rounders possibly being gender affected due to male players not receiving equality of access. We do not have the data to support this statement, ways of collating this data were discussed but nothing finalised. Rationale behind the limited number of males rule was discussed. This rule may need to be revised, especially within the school game, but to be picked up in the future. NJD states she has listened to the meeting recording; we need to get our policy/guidance in place now with a clear indication that it is being constantly reviewed. The policy already states it will be reviewed annually or if there are any changes legally/a case comes forward. It is more dangerous for us not to publish a policy than to publish our current stance for rounders. Spend 1-2 years post publication to gain the necessary insight to further develop/support our stance. NJD will seek guidance to support this. KK states when she last met with Women in Sport they agreed the position the sport was in, was correct for an open category but they did still push for a female only category that didn't include transgender or non-binary athletes. KK emphasises the importance of the comms stating this guidance is reasonable for rounders now based on where the sport is and to gain community members comments to endorse this, so it is not solely us. GC reiterates the importance of collating evidence on the average player, having evidence instead of just anecdotal will help. Minimal update on the DIAP due to next meeting falling after sub committee date. DA sharing with BS academic year calendar of key celebrations and campaigns to highlight where Rounders England want to focus on for social media in 2024. Community survey was discussed regarding a player wanting to break a rule to leave a post to adjust their headscarf. Possible training discussed to allow situations to occur for dignity at play	

	<p>purposes. BB states in dodgeball if a player needs to leave the court, they obtain eye contact with the official beforehand. BB states to keep this broad to ensure an element of common sense. DA raises concerns of the exit of RLi due to the volume of work she has inputted within EDI, including the DIAP, and if this slows down/moves to someone in the interim it must be handled sensitively. EDI has changed drastically for the better within the last year, SB does not have the capacity to pick up further work and this will need to be carefully managed upon RLi departure. NJD understands DA and states majority will come to herself in the interim as she has been involved throughout. KK agrees in the risk and there are some areas of focus we do not wish to lose momentum on.</p>	
<p>13. Play Rounders</p>	<p>DL recruited during the summer due to previous work within Leagues4You and is a great addition. First Play Rounders hosted in South Birmingham, within 3 weeks of initial session there are now 8 established teams of 7 players playing in a weekly league. The feedback and content quality of players cements what we have discussed regarding social fun rounders having the momentum. Possible umpires and people who can set up the equipment etc. have been identified with the hope of the league becoming self-sufficient shortly. 145 following the Play Rounders Facebook page, 88 members of the South Birmingham Play Rounders Facebook group. Approximately 56 players attend weekly. Generating an income of £280 and a net profit of £105 weekly. Burton on Trent Play Rounders commenced 5th October with 40 attendees to the first taster session. Walsall Wood Play Rounders commencing end of October. Deaf player attending the Burton session could not hear the no ball calls, team are discussing this. NJD has informed DL to keep it at these three for now, despite DL wishing for expansion. Autumn and winter will be used to license an online platform for league management (League Republic), develop community league leader and umpire roles, and formalise terms and conditions. 2024 will see more Play Rounders leagues launched within the Midlands and further investigations into potential expansion. Full report to be brought to the next board. NJD states we have an internal steering group and suggests developing a working group for this to link to the marketing subcommittee. KK states we are all confident this is the right approach, My Rounders and GO Mammoth prove this, we need to get this moving quickly and will change how people perceive us as an organisation. ZB suggests the need to link people signing up to the league platform to our membership, this will influence our commercial pack due to directly increasing our reach as an organisation if Play Rounders players can be included in statistics. DL states a Play Rounders membership costing £5/£10 a year would be received positively by current players if publicised as a way of supporting the sport. NJD states franchise model discussions to be brought forward. Organisations are already approaching us in how they can</p>	

	bring Play Rounders to their area. Play Rounders minimum operating standards and brand consistency need to be created. NJD states we need to investigate recruiting a secondary DL as he is on a 3-day contract. NJD is considering approaching KK's contact to see if she would offer 1 or 2 days. DA states this is positive and possibly a more sustainable model than the indoor leagues which Rounders England have no control over.	
14. Parliamentary Celebrations	Reception is a week on Monday. The speeches and line-up are finalised with 68 guests attending. The evening should be a success. BB suggest name tags for key personalities. Accommodation and travel costs kept to a minimum to ensure all staff members could attend if they wished to do so.	
14. AOB	NJD raises dates for 2024 meetings. NJD to email board.	NJD

Date of next meeting – 5th February 2024