

Minutes of Board Meeting at 7pm on 24 June 2022 via Teams

Directors Present	Titles
Adam Walker [AW]	Independent Chair
Andres Hernandez [AH]	Independent Director
Clare Francis [CF]	Senior Independent Vice Chair
Phil French [PF]	Independent Director
Simon Griffiths [SG]	Elected Director
Richard Harrison [RH]	Elected Director
Staff Present	
Samantha Jamieson [SJ]	Interim Chief Executive
Rob Payne [RP]	Interim Deputy Chief Executive
Kevin Fletcher [KF]	Finance Consultant
In attendance	
Agata Sromecka [AS]	Minute taking
Simone Turner [ST]	Volleyball England Foundation Chair

EB/22-23/96 Welcome and apologies

AW welcomed all to the meeting. AW thanked SJ, RP, and CF for their work ahead of 25 June VE Annual General Meeting (AGM).

David Reeve, Brendan Fogarty, Jess Plumridge, Freda Bussey and Jake Sheaf had submitted their apologies.

96.1 Conflict of interests

There were none.

96.2 Approval of the agenda

The agenda was approved by all attendees.

96.3 Minutes of 10 June Board Meeting.

Minutes of 10 June 2022 were agreed as a true and accurate record of the meeting.

96.4 Matters arising

AW, SJ and RP would review actions from the previous minutes (three previous meetings) and ensure that they had been completed. RH drew the Board's attention to the fact that the Transgender policy had not been finalised. SJ responded that this would be carried forward to the next Board meeting.

Action:

96.4 AW, SJ and RP would review actions from the previous minutes (three previous meetings) and ensure that they had been completed. A progress report would be prepared by SJ. Transgender policy would be discussed at the next Board meeting.

EB/22-23/97 AGM preparation

AW and RP reported that 62 votes had been received up to 5pm on 23 June 2022 deadline. This had been the most votes since 2014. This was very positive.

- the stated closing time for appointment forms was 5pm on 23 June 2022
- 62 appointment forms had been received which means that there would be a maximum of 62 votes in total for each of the resolutions. 58 of those votes have been submitted to appointed representatives or proxies that will be in the room on the day of the meeting.
- The Chair will receive 49 proxy votes, appointing the chair to vote on relevant person's behalf in 41 instances and 8 of them instruct the Chair to vote at his discretion.

AW reported that there was little certainty in terms of the number of people attending. AW took the Board through the agenda of the AGM and any other points that may be raised during the meeting.

SJ confirmed that there was no option for virtual attendance. The meeting would be streamed via a live YouTube channel and would be available for viewing.

EB/22-23/98 Governing Documents Update

98.1 Articles of Association

Based on knowledge of the above votes and the fact that the 75% or above threshold of votes in favour for a special resolution would not be met, CF reported that the Articles of Association as per the pack were a version showing the changes to the Articles if they were approved at the 25 June 2022 VE AGM. The version was now redundant due to it being unlikely this resolution would pass. Details of how the votes would be cast would be revealed on 25 June 2022 VE AGM.

CF informed that the contents of the Articles would therefore not be changed.

98.2 Framework Document and 98.3 Succession Plan

CF reported that the Framework Document and the Succession Plan as presented in the pack had been amended to reflect the proposed changes to the Articles. Those were no longer applicable in respect of the terms that related to the changes to the Articles (as above). However, CF recommended that some changes aiming at updating those documents in terms of operational practice (where corresponding changes to the articles aren't required) are circulated and approved. CF would follow up.

Action

98.2 CF to circulate for approval amended Framework Document and Succession Plan.

EB/22-23/99 An Ace Subgroup - Competitions Staffing Proposal

A paper was presented as to the board to consider the re-alignment of the Ace Service delivery team to enhance the service provided to the membership. This was as a result of the enhanced entries into the NVL and anticipated entries into junior competitions.

Board unanimously approved the paper with no need for further deliberation.

EB/22-23/100 Volleyball England Staff Survey Results

SJ reported that the survey had been conducted the first time since 2019. Damian Stevenson – the Insight consultant had led on it to allow full anonymity. The survey had recorded the most positive results the recent years.

The flexible working policy had been highlighted as a valued working practice however, it appeared that staff may be struggling to find balance and establish clear boundaries, and switch off at times.

SJ would update the Board on the action planning session with staff with Damian Stevenson the following Tuesday.

AW congratulated SJ, RP and KF for creating a great workplace and culture.

AW asked SJ to update Sport England on the results of the survey.

Action:

EB/22-23/100 SJ would update the Board on the action planning session with staff with Damian Stevenson the following Tuesday. SJ would update Sport England on the results of the survey.

AW asked SJ to update Sport England on the results of the survey.

EB/22-23/1 Volleyball England Foundation – Articles Update

ST reported that the Volleyball England Foundation was holding their AGM before VE’s AGM at 11am on 25 June 2022 also at Sport Park

ST reported that the three Article updates that would be proposed would align the Foundation’s Articles with the proposed VE’s Articles. ST invited all to attend.

The board approved the three Article updates proposed by ST.

EB/22-23/2 AOB

AW reported that the CEO recruitment was ongoing. There had been an incredible response in terms of applications as part of the recruitment process. The recruiter had provided the Nominations Committee with a shortlist of 10 people and further 10 people as a peripheral list. All 20 applications had been considered with a final shortlist of 12 people. An assessment centre had been run in Loughborough which presented a great opportunity for the candidates to meet the hub team and interact with one another. AW thanked the people who supported the process on the day. This included: AH, RH, CF, SJ, RP, a club chair and a pathway coach. As a result of the assessment, five candidates would be put forward to the next stage which involved a panel interview consisting of the Board colleagues and a Sport England representative. The Nominations Committee was hoping to recommend an appointment of the new CEO the following Thursday.

AW also added that SJ had decided not to apply for the role of CEO. She had handed her resignation in and would leave at the earliest in October 2022 or March 2023 at the latest.

EB/22-23/3 Meeting Finalisation

3.1 Review of Actions

Action	Who
96.4 AW, SJ and RP would review actions from the previous minutes (three previous meetings) and ensure that they had been completed. A progress report would be prepared by SJ. Transgender policy would be discussed at the next Board meeting.	
98.2 CF to circulate for approval amended Framework Document and Succession Plan	
EB/22-23/100 SJ would update the Board on the action planning session with staff	

with Damian Stevenson the following Tuesday. SJ would update Sport England on the results of the survey.	
AW asked SJ to update Sport England on the results of the survey.	



Adam Walker, Independent Chairman