

# London Volleyball Association Meeting - Thursday 28th May 2020

20.15-21.15

**Present:** Gary Beckford, Fabienne Goalen, Charlie Orton, Cormac Byrne, Alex Pavkov, Elsa Meserlian, Val Grisenkov, Bartek Luszcz, Lorenzo Pepponi, Stewart Thorpe, (Denzil Faure), (Andrew Haggard)

**Apologies:** Joanne Carne-Howell, Cisel Ormanci, Antonio Codrington, Allan Mungroo

ST introduces himself: the London rep in the VE Hub; started his role in January; part of the VE Hub team, part of content and communication squad... anything with communication, please get in contact with him on s.thorpe@volleyballengland.org

## Approval of last minutes – outstanding actions

**ACTION GB:** to write a reply to Flaming Six - DONE

**ACTION CHO** Determining the origin of the email involved in the data breach: CHO deleted his emails as per GDPR procedure so not sure what email address he used - ADDRESSED

**ACTION ALL:** review the Data Protection Policy to be able to implement it and agree to have a DPO. GROUP FORMED: EM, CHO, CB, AP – ONGOING

**ACTION ALL (but mainly EM/DF as have experience):** review the Safeguarding Policy and feedback the comments – ONGOING

**ACTION ALL (but mainly DF as have experience):** to review the DP Policy and feedback the comments – ONGOING

**ACTION ALL:** to review the procedures and documents emailed and to send comments/feedback so that they can be incorporated prior to the meetings - CHO, CB, CO SENT IN COMMENTS

**ACTION EM BL & CB:** to see in what ways ProVolley and LVA can help each other to promote vb in London. - ONGOING

Minutes approved by all – no new conflicts of interest

## 1) PROPOSED NEW POLICIES – CODES OF CONDUCT (PLAYERS, OFFICERS, REFEREES, COACHES, PARENT-CARERS)

Initial comments have been incorporated – Sharing the comments sent in by exec and non-exec members to see.

Referee Code of Conduct: VE have a referee CofC and we have taken this document from VE but we need it to make it our own, to be able to edit and change in future, so as not to be dependent on a website that we don't control (links don't work, website is down for maintenance or other, access denied)... Discussing LP's comment: *'Where a referee is member of one of the clubs she/he is refereeing, prior to the match start, the referee needs to disclose this conflict of interest to the other team and make a note of the other team acceptance in the match score sheet.'* CHO has pointed out that this is covered in the VE Ref CofC which is where ours is taken from (as confirmed by CB).

Some scenarios mentioned if we adopt this rule

- a volunteer steps in to referee if the appointed referee cannot make it – in this case, the 'referee' is not bound to the CofC so no need for this comment. In practice in the past, that person has let the other team know of his/her personal interest and both teams had agreed. Usually, it is noted if that person is registered for a club.
- could a genuine result be overturned if the referee forgets to declare his interest? – creates an issue

As our CofC is in line with VE, as referees are independent according to our rules (otherwise they are illegal) and should not be biased, as we have noticed in practice that referees in emergency situations have declared their interest (often obvious as they are registered with teams), it was voted that we will keep our own referee code of conduct but there is no need for this additional comment.

**VOTES:** all voted to create our own Referee CofC but CHO abstain.

**VOTES:** All other policies: PLAYERS, OFFICERS, COACHES, PARENT-CARERS adopted by all executive members

## 2) AGM PROCEDURE AND DATE

Normally done at the end of July – GB to liaise with FG and AP with modalities to organise. Different options were discussed:

- Outgoing exec in same physical place (still following government rules and social distancing) with all other participants online?

- Can the current exec stay in place amid the uncertainty and we can delay the AGM until we know more? When playing can resume? This can be hard to do if a new executive committee is put in place once the season is about to start or has started.
- can we be on three sites in three smaller groups online?
- propose 2 or 3 dates in July/August as we don't know what is happening? A second wave of coronavirus cases might arrive in 2 weeks so it's difficult to plan as it's possible leisure centres might not be open until late Autumn.

Whatever the plan, we need to take into consideration that the members need to receive the notification and any relevant documents 28 days before the actual date.

**ACTION CHO:** to send all information about the usual protocol for running the AGM to FG, as recommended by CO who has sent in her guidelines as well.

**ACTION GB/AP/FG** – to discuss the feasibility of the different options.

### 3) EXECUTIVE COMMUNICATION AND LANGUAGE

All agreed the samples sent to participants prior to this meeting are unacceptable use of language, regardless of the context and the language used by others towards us. All communication, if not positive or neutral, should not be written, nor spoken. Please think about what we write and if in doubt, sleep on it or have someone else check if this is acceptable. Imagine being at work – would your colleagues/boss approve? Be professional at all times. Be careful what we say and how we say it.

### 4) PROPOSED AMENDMENTS TO LEAGUE RULES

CO has sent in changes to league rules to be discussed. Others have added their comments.

AP, VG, FG agreed there is a confusion when there are two documents publishing fixtures. All teams have received the three versions of the Handbook produced by CHO in September/October 2019. CHO insists this is his document and doesn't belong to the LVA but teams still refer to it and other teams refer to the League Republic. This is not a clear situation and the ongoing appeal Onyx/Giants is a consequence of this. AP: top priority: get the appeal sorted between Onyx and Giants

Could we have an electronic handbook that can be updated as fixtures get changed and agreed by teams – have just ONE golden source? AP: ideally, it would be good not to rely on League Republic if our website can publish all the fixtures, embed the league tables. Confusing to duplicate fixtures.

We can discuss this further and make a decision on the rules for updating fixtures once the appeal is sorted. If CO attends a future meeting, it would be good to hear why LR should be the source of definitive information.

**ACTION FG** – to email out the proposed London League Rules to all

**ACTION ALL** – to comment on these proposed changes and send back to FG by Wednesday 3 June

**ACTION FG** – to send these to League Subcommittee via the league secretary CO with the comments

**ACTION GB** – to put all in motion to get the appeal sorted – committee formed and making decisions

### 5) LEAGUE ENTRIES

When should registrations be open again? What sort of timescales? In the past, the window of registration was from May to July. We need to decide who will send them/accept them/record them? There shouldn't be a need to get involved with GDPR at this stage as names are not needed, just the number of teams and divisions entered from interested clubs.

As these are uncertain times and teams are not sure about entering, we can look for guidance at the different options proposed by VE on their website for next season.

The League Secretary should deal with this but a lot of entries are done online through the website, though a few are still sent through the post (what's the proportion?). AP has said he can create a google form quite quickly (10 minutes!) to send out to the clubs. The LVA secretary can hold onto these until we decide about the timeline and the deadline.

Can a team outside of London be entered into the league? No, unless their home venue is in a London borough. Even if London was split in regions at the entry divisions, how could we keep this distinction once they move through divisions?

**ACTION GB** – to let outer London clubs know they cannot play in the League unless they have a London venue

**ACTION AP** – to create an online form for team registration for the new season.

**ACTION CHO/CB/AP/EM** – to look into communicating with teams within GDPR rules

**ACTION CHO** – to send the current registration forms to FG for information.

## 6) GUIDELINES TO CLUBS

All happy for AP to copy in the new website – can be copied over.

**ACTION AP** – to copy guidelines over to the new website.

## 7) WEBSITE LAUNCH

AP and Diana have been working on it and sent links to all (VG didn't get a link) CB, GB have commented, and AP would welcome feedback from more people mainly about the aspect/layout of the pages. Website has been copied over from the old one and only some forms are missing (registration/policy/...). For the moment, featured on the front page is the biggest volleyball event in London: 2012 Olympics

Our priorities should be reflected on the main page. Once we move the host provider, it will be easier. Same domain, same londonvolleyball.org.uk. We should decide how to let everyone know about the new website – Facebook?

All the content to be held for the moment by AP and Diane and Douglas Barr-Hamilton

**ACTION AP** – to send the link to VG to be able to browse the new website

**ACTION ALL** – send feedback about the website to AP

**ACTION AP** – to launch the website on Saturday 13 June

## 8) TERMINATION OF LEAGUE

We have decided the league is over, but some team secretaries are still under the impression we will have playoffs. We are reinforcing we will not be having playoffs. AP not happy to be liable if someone gets seriously ill. CB would like to communicate this to CO, officially, by the exec, that no misinformation should be sent out regarding the termination of the league, contradicting the decision taken by the executive. CHO still insisting the exec cannot decide this. FG pointed out the rules written by CHO state that the League Secretary, as part of the Subcommittee, can manage the League but the Exec can change these rules and terminate the season in exceptional circumstances. CB did an analogy with the web developer deciding to use the website for his own purposes.

**VOTES** – all voted to send an email – CHO and BL abstain.

**ACTION FG** – to send an email to CO on behalf of the executive – CO to respond by Saturday 30 May.

**ACTION FG/AP** – To update the League tables, (if CO doesn't update) – FG to send to AP the league tables as they stand after the decision by the exec, to check with discrepancies with the tables as sent by CO.

**ACTION CHO** – to give AP general access to LR

## 9) ACCESS AND PASSWORDS

What do we have that requires passwords? Who holds these passwords? It would be good to file these passwords centrally, with the LVA Secretary.

Google Drive – all Master documents – CO/GB

New website – AP

Instagram? CO

League Republic? CHO

LinkedIn? BL

Twitter?

Facebook? AP CO

Eventbrite? BL

**VOTES:** all agree to send passwords to FG to file, by the next exec meeting.

**ACTION ALL** - to call FG to send passwords over the phone as it's more secure.

**10) AOB**

- CHO: expenses from 2<sup>nd</sup> October 2019 be paid please. GB has spoken to AH who assured all will be paid.

**ACTION** GB will chase AH.

- GB: Two Div Admins have resigned as we all know, Alex Dimitrov and Frankie Moore. GB has communicated with both of them as an individual but not officially from the LVA

**ACTION** GB will write to these two Div admins on behalf of the executive – all agreed.

- CB: Should we remove CO's access to LR so that the results inputted by AP cannot be changed? – not if she complies to the league termination and result as agreed by the executive, following the email she will receive.

- CB letting us know that he has been looking to recruit Data Protection Officers and will keep us informed. GB has said that Alex Dimitrov may be willing to help out as he is a Data Protection lawyer. He will get back to GB once he knows what he wants to do.

- GB would like to share what Nelson Mandela said about sport - worth a watch! Can be seen on his LinkedIn and Facebook. Makes you re-evaluate why we do sports – inspiring speech!

GB thanked all for coming.

Meeting closed at 21:50

Next meeting: Thursday June 4, 2020 @ 8:15 to allow for the clapping for essential workers.