

Minutes of Tennis meeting to review coaches license/ Use of courts by coaches.

Friday 27th April, Brook Green Hotel.

Present: Jason Eker, James Elston, Jason Collins, Matthew Stradling, Rocco De Villiers, Jackie Duff, Kate Hilsley, Jack Indge.

Meeting was called to:

- Formalise the renewal of coaching licences.
- Address practical issue of usage (namely over usage) by current coaches.
- Revisit how / if the agreed joint program is working.

Licence:

We clarified the peak and off-peak hours, and the allowed usage within those hours.

Asserted that these hours and restrictions of court use by coaches **MUST** be adhered to going forward.

We discussed the outcome of breaches going forward may be either removal of administration rights, or booking cancellations by FBG as administrators if breaches are found.

We asserted that 'enough was enough' and that coaches needed to resolve by communication between each other - as per stated in the signed licence agreements.

We acknowledged that this was made harder by some individuals (namely Raymond Diaz) possibly practicing unlicensed coaching on the courts. This is evident from multiple bookings. We discussed introducing a limit for public booking i.e 1 court at any given time, for a maximum of 2 hours in any 12 hour period. FBG to look into going this.

Raymond Diaz has been contacted by FBG, and has responded to the allegation of unlicensed coaching. Court fit will forward his response to Jason E. Discussed the difficulty of policing this on public courts i.e can get clients to book in their name, open alternative membership/email, and hard to prove he does officially coach as we cannot prove payment v. friends giving advice. Difficult to enforce beyond limiting bookings allowable.

Coaches overbooking courts.

Jason E highlighted 2 examples of over bookings just this week, by coaches, by way of demonstrating the breaches that we have noted. Jason C said that whilst not such an issue for community members in winter season, moving into peak tennis months, we are likely to receive greater complaint/consternation from local court users if this continues.

Tennis committee made very clear that this must resolve.

Main issues are over peak time use- 6pm weekdays, and some clashes on weekends.

Each coach was given a copy of the joint program.

To alleviate pressure on court usage, Tennis committee will follow up with St Pauls Girls on the use of their courts, relating to their planning restrictions. If we can access court use, allows each coach more court time.

Joint program.

Discussions over joint program - identified where main clashes are (Tuesdays at 6, and 12-2pm weekends) and asked coaches to come to a mutually satisfactory conclusion to these issues. Reminded that court use since the re surfacing/ floodlights has VASTLY extended the playable hours of the courts to those available previously, so even having 2 coaches with licence, ability to earn should be enhanced.

Tennis committee made clear that having 2 separate coaches working entirely independently/independent programs was not possible - due to number of courts/ time available. In essence this would be administratively hard, but more importantly would impact on community use of courts, which are the courts primary function. They are for the community use, not only to allow coaches to make a living. Coaching is offered as a means to enhance public use of courts, and reach out to a wider community, not as a means of personal income.

Trademark: Rocco raised the issue of use of 'Brook Green Tennis club' on marketing material/ clubspark website. Jason E reiterated its use by LTA since 2013 relating to the courts themselves, and not an individual. The trademark was applied for in May 2017 without consultation with FBG. Rocco suggested he wanted a link to his website where 'Brook Green Tennis Club' is used, and to have his name on official program sessions that are run by him. James said this would be possible on the Clubspark website, to add name to title of course being offered.

Rocco wanted a different payment link on Clubspark, so that he does not have to issue invoice/ be paid by FBG. We explained that Courtfit are already adhering to this process and why this was not possible, due to the lack of current complexity of the clubspark system. Rocco has a Clubspark coaching account and can receive payments for private coaching that way.

We discussed the use of language in describing the programs on offer. Should not use terminology of 'official' and 'unofficial'. Should refer to 'official pre-paid' and 'official drop-in'.

Any private coaching outside of the coaching sessions must adhere to court usage rules, and should be a 50/50 split of timing between Rocco/ Courtfit.

Agreed that where courts are used for community out-reach projects, or matchplay for tennis mark plus, these hours are designated as part of the official community program, despite not always being regular i.e every week

General.

Rocco raised the issue of feeling "it was personal", he was being chased for information unfairly by Jason Eker on Safeguarding. We discussed the level of communication/chasing to each coaching party, and affirmed and asserted that it was in no way personal. Jackie reminded everyone that FBG/Tennis committee

members do this on a voluntary basis, around other jobs, and that really shouldn't have to chase/ highlight issues, that coaches should be independently managing.

Kate stated that having sat independently on the side of petitioners, committee and FBG board, she was not aware of any individual bias.

Discussed the cost of running/maintaining the courts, and how this requires careful and consistent management of court finances, with full accounting in line with guidelines. We talked about clubspark being used more widely by LTA/ Councils alike to manage courts booking system, in order to ensure appropriate income to allow maintenance of facilities going forward. The upgrading of the facilities - new surfaces, floodlights, pavilion, at Brook Green results in great facilities and increased use, but also impacts the cost of maintenance/ repairs, thus necessitating a monitoring of incomes and usage.

Review/ Action Plan.

Prior to next meeting Coaches to review where there are clashes on program, and private coaching. Coaches to agree together, present the resolution into the coaching program spreadsheet for approval by tennis committee ahead of next meeting. To include agreement of private coaching hours where any clashes.

Also coaches to review wording/links/ use of coach names on clubspark system, and others where appropriate. Rocco to review use of clubspark system for his sessions, if to be included in coaching program.

The agreed coaching program from this spreadsheet will take precent over all other coaching court use, at all times.

Follow up meeting next Friday, 9.15am.Brook Green hotel. Made clear that all must sign up to new agreement, timetable etc in order for us to sign renewed licences.