



INTERNATIONAL
NETBALL
FEDERATION

Member Update following the INF Board Meeting – 30 October & 1 November 2020

The INF Board met on the 30 October & 1 November 2020, via videoconference. INF President, Liz Nicholl, CBE was unavailable to attend so the meeting was Chaired by Vice President, Sue Taylor. The Vice President acknowledged the varying challenges that all of our Members and Regions continue to face through the COVID Pandemic, particularly in regard to the return to play.

The Board held an interim meeting in August 2020. These additional meetings have helped the INF to use the time in lockdown to continue to develop and grow plans for the sport. We believe this will enable us to emerge in a stronger and better position, once the pandemic is over, to support our Members.

A full list of Board decisions made in 2020 is attached in Appendix 1.

The meeting on 30 October & 1 November 2020, focused on the following discussion and decision areas:

FINANCIAL MATTERS

- Following assurance given on continued affordability, the Board approved the draft INF core budgets for 2021. The Board noted there are strategic projects where budget requirements had been identified but approval would be sought by the Committees and Panels during 2021.
- Following assurance given on the continued positive cash position, the Board noted the Medium-Term Cash Forecast.
- The Board approved the Interim Financial Statements (unaudited) for the period ended 30th September 2020.
- The Board accepted the Management Accounts to 30th September 2020 and noted the positive variance to approved budgets.

PROPOSAL FOR INTERNATIONAL NETBALL FEDERATION LIMITED (ISLE OF MAN) BE WOUND UP AND A NEW COMPANY BE ESTABLISHED IN THE UK

- The Board noted the progress made towards the winding up the International Netball Federation Limited (Isle of Man) and establishing a new company in the UK before the end of the current financial accounting period on 31 December 2020. Members will recall this change has been proposed to address legislation introduced during 2019 in the Isle of Man.
- The Board noted that the formal resolutions to change the INF Company Structure is with the Members with a request for this to be ratified by end of November 2020.

INF FOUNDATION

- The Board noted the work which has been undertaken to develop a Strategy and Business Plan for the INF Foundation including a Fundraising Strategy and a 'Case for Support' for potential funders.
- The Board will undertake some new work to consider carefully the countries where the Foundation can deliver greatest impact, where the social need is great and where it may establish a strong reputation.
- The Board approved the start of the next phase which includes appointing a charity partner who can augment and enhance the INF Foundation's work, to work on building a strong Case for Country

Support and an Options Appraisal for the Research and Evaluation University Partner to help the INF evidence the difference the Foundation can make via its charitable activities.

INF WORLD RANKINGS

- The Board undertook a briefing session with David Kendix, the statistician who was appointed in 2008 by the Board to develop the INF's World Rankings, whom many of you will remember from the Member session held earlier in the Summer.
- The Board considered the best approach to World Rankings, to ensure equity during the return to international play in the current the COVID environment, with special consideration given to the timing of the qualification for the Commonwealth Games Birmingham 2022.
- The Board was assured that the methodology used in determining world rankings was robust and the continuation of the rankings did not in itself disadvantage teams that were unable to play due to Covid-19.
- Allowing teams to play matches for ranking supports a principle agreed at an earlier meeting by the Board, that INF should enable and encourage Return to Play as we emerge from COVID, where it is safe and legal to do so, since counting for world rankings creates significance.
- However it was recognised that should the annual update take place in the normal way at the end of June 2021 there is the potential for some teams, who have not been able to play, to lose their ranking.
- So it was agreed that a decision on whether to (and how to) progress the 2021 annual update will be considered by the Board, with further input from David Kendix, at the end of March 2021.
- It was further decided that the Board will consider additional safeguards relating to arrangement of the International Events in to ensure fairness. Members will be advised of these once they are agreed.

UPDATE ON PROGRESS OF PLANS FOR NWYC 2021

- The Board noted an update on the progression of plans for NWYC 2021 and the risks associated with the event.
- A communication to Members who had qualified for NWYC 2021 will be sent early November. This will include participation costs and tournament dates.

NWYC 2025 & NWC 2027 BID EVALUATION AND DECISION

- The Bid Evaluation Committee (Chaired by Steve Elworthy, MBE - former South African international cricketer who has worked in administration since retiring from playing the game - and including other members; Netball Europe's Lindsay Impett and South African netball player, Bongiwé Msomi, as well as INF President Liz Nicholl and INF Finance Director Ann Tod) has been meeting regularly to progress evaluation of the NYWC 2025 (Gibraltar) & NWC 2027 (Australia) bids.
- Both NYWC 2025 (Gibraltar) & NWC 2027 (Australia) bidding nations presented to the Bid Evaluation Committee during the first week of October.
- The Board received a report including recommendations and scorings from the Bid Evaluation Committee on NYWC 2025 & NWC 2027 bids. (Note: Lindsay Impett declared a conflict of interest and did not participate in the evaluation of the Gibraltar bid for NWYC2025).
- This report followed on from the Committee's evaluation of the bid submissions and the presentations they had received.
- The valuable feedback and comments from Members received about the bids, although limited in number, were taken into account by the Bid Evaluation Committee, whilst making its recommendation.
- The Board will consider the scores and recommendations from the Bid Evaluation Committee and will undertake further scrutiny to review the contents of the bids, and in particular to agree any conditions it would attach to hosting awards.
- Members will be able to expect further communication regarding the awarding to host these events, in the New Year.
- The Board thanked the bidding Countries for their hard work in preparing the bids and presentations, both of which were acknowledged by the Board as 'strong' and are fully endorsed by the respective host Governments.

- The Board thanked members of the Bid Evaluation Committee for their contribution to the evaluation process.

WORLD CLASS OFFICIATING PROGRAMME REVIEW WORKING GROUP

- Cheryl Danson, the current Chair of the World Class Officiating Programme Review Working Group and Christina Davidson, International Umpiring Manager joined the meeting to provide an update on the progress, priorities and budget allocation following the recent review, which was led by Independent Chair Stuart Cummings MBE.
- The recommendations made under the review have been taken forward by the Group to consider how they can be implemented, using a 'Roadmap' phased approach.
- Members will hear more about this work later in the year.

INF COMMERCIAL STRATEGY

- The Board considered further plans for developing the INF commercial strategy.
- Members will be consulted on these exciting plans later in the year.
- The INF Commercial Committee will be taking forward Sponsorship Sales plans for NWC 2023 with the host nation Netball South Africa.

INF REVISED ANTI-DOPING RULES

- The Board noted the significant changes between the 2021 World Anti-doping Code and the current Code which require the INF Anti-doping Rules to be changed.
- The Board noted the proposed INF Anti-Doping Rules had been based on model rules developed by WADA, reviewed by the Chair of the INF Medical Committee and that these new Rules had been pre-approved by WADA.
- The Board approved the INF Anti-Doping Rules to come into force from 1st January 2021.
- Members will receive these Anti-Doping rules shortly with an explanation of the key changes.

NOMINATIONS COMMITTEE

- The Board approved an amendment to the Terms of Reference for the Nominations Committee.
- This amendment was the removal of the restriction of being a director, employee or consultant of INF or an INF Member or an INF Regional Federation being a preclusion for the Elected Member position on the Committee, provided any conflicts of interest are handled appropriately and according to the INF Conflict of Interest Policy.
- Individuals from INF Members and Regions, who were previously precluded in applying for a position due to this previous restriction, are now very much encouraged to apply.

NEXT BOARD MEETING

- The Board is to hold its next Update meeting in the first week of December 2020.

Clare Briegal

INF CEO

November 2020

Appendix 1 – Decisions of the INF Board 2020

Date	Format	Decision
Feb 2020	E-mail	Deadline for submission for bidders for NWC2027 delayed to 30 th June 2021.
Mar 2020	Board Meeting	The Board agreed to extend the deadline for completion of the NWYC2021 Qualifiers to 31 st October 2020.
Mar 2020	Board meeting	The Board agreed to take legal advice on the draft INF Charitable Foundation Articles of Association.
Mar 2020	Board meeting	The Board agreed in principle, to proceed with a broader Fundraising Strategy Development Project, subject to affordability and approval of budgets.
Mar 2020	Board Meeting	Terms of Reference for the National Federation Development Programme Working Group were approved.
Mar 2020	Board Meeting	Terms of Reference for the Netball Family Engagement Working Group were approved.
Mar 2020	Board meeting	The Board agreed the guiding principles and team composition for the Review of the World Class Officiating Programme.
April 2020	E-mail	Membership and revised TOR of Review of the World Class Officiating Programme approved.
April 2020	Interim Board meeting	The Board agreed to establish a 'Back to Netball Task Force' with appropriate input from the Members to address issues arising from the COVID-19 pandemic by sharing knowledge and to provide advice across all levels including the grassroots and elite game.
April 2020	Interim Board meeting	The INF Board considered the implications of COVID-19 on its budget for 2020 and its forecast position for 2021, including the medium-term cash forecast and approved a plan for investments.
April 2020	Interim Board meeting	The Board considered its draft strategic framework and agreed the next stage is to undertake Members consultation on the contents.
April 2020	Interim Board meeting	A request from a Member to extend the NWC 2027 bid submission was considered. The board agreed not to grant the further extension requested.
May 2020	Interim Board meeting	The Board approved the membership and TOR for the Back to Netball Task Force.
May 2020	Interim Board meeting	The Board received results of a Member survey regarding the impact of COVID-19 and agreed to host INF roadshow in late May /early June to explain how the Task Force would support Members in the return to play.
May 2020	Interim Board meeting	Board agreed to consult further with Members on plans, particularly regarding membership fees and the possibility of establishing a hardship fund.
May 2020	Interim Board meeting	Board agreed that the outstanding qualifying events for the Netball World Youth Cup 2021 in Africa, Americas, Europe & Oceania be cancelled and that the remaining 12 qualifying places be awarded on the basis of INF senior World Rankings.
May 2020	Interim Board meeting	The Board agreed to publish the latest INF World Rankings which include all matches played in 2020 before COVID-19 restrictions began.
May 2020	Interim Board meeting	The Board ratified the recommendation from David Kendix the INF's statistician, to proceed with the annual update for 2020, including as a temporary measure for this year only to reduce the minimum threshold to 6 matches.
May 2020	Interim Board meeting	Agreed the need for a short-term policy on umpiring as countries emerge at different times from lockdown and whether matches should count for World Rankings, particularly in situations where it is not possible to appoint a neutral umpire.
May 2020	Interim Board meeting	Board agreed the following elements of the "Beyond Netball 2020' strategic plan for consultation with Members through a further virtual roadshow in July: purpose, vision, mission, strategies - based on grow, play and inspire themes,

		values based on ETHICAL acronym and a new possible rebrand option. The framework for the next layer will capture the agreed priority projects for INF.
May 2020	Interim Board meeting	The Board approved the draft commercial strategy aligned to INF's strategic vision, including possible extended event portfolio and aligned calendar, which would be used as a basis for opening discussions with the relevant stakeholders, such as event organising committees and those nations with commercial domestic leagues.
May 2020	Interim Board meeting	Following an appeal by a Member regarding the decision not to grant an extension to the bid submission deadline for NWC 2027, the affected Member countries joined the Board meeting to provide their views. The Board agreed to uphold its decision not to grant an extension beyond the 30 June 2020 deadline.
May 2020	Interim Board meeting	The Board agreed alternative arrangements for the July Board meeting, as it will be unlikely that it will be able to meet face-to-face for the foreseeable future.
June 2020	Interim Board meeting	The Board approved new ways of working in light of travel restrictions and difficulties with holding face-to-face Meetings, caused through the COVID-19 pandemic.
June 2020	Interim Board meeting	The Board requested a resolution be created for approval by INF Members to recommend a change to Article 6.3.5 regarding face to face meetings.
June 2020	Interim Board meeting	Taking into account a Member survey the Board unanimously approved a 50% reduction of fees for 2021 (for those Members who had paid their 2020 fees in full) and the creation of a £60,000 COVID response fund to support Members across all Regions (which would be divided equally and administered by the five regional Federations).
June 2020	Interim Board meeting	Annual workplan agreed for INF Board under the headings of Grow, Play & Inspire.
June 2020	Interim Board meeting	Board agreed to implement a data collection initiative, to enable a greater understanding of INF's diversity performance across all protected characteristics including gender and race. This will inform the development of workforce strategy - a project identified in the strategic planning process.
July 2020	Email	Updated delegated authority policy approved by the Board
July 2020	Board Meeting	World-Class Officiating Program Review Working Group, with Christina Davidson International Umpire Manager, to prioritise the recommendations made in their report, consider cost implications, and challenges of implementation.
July 2020	Board Meeting	Board agreed a short-term policy for the appointment of umpires to international matches played as the world emerges from lockdown which takes into account the current exceptional circumstances.
July 2020	Board Meeting	Following further discussions with Fiji Government representatives, consultation will take place regarding options for the NWYC2021 with the 20 Member nations who had qualified a team to participate at the event.
July 2020	Board Meeting	Sharon Kearney, Medical Committee Member was appointed INF Medical Commissioner for the NWYC2021.
July 2020	Board Meeting	Based on feedback from Member roadshow, Board agreed revised wording for the vision and mission statements in the new strategic plan.
July 2020	Board Meeting	A programme of work to be created to develop the World Rankings as part of the new strategic plan.
August 2020	Email	Board approved revised Terms of Reference for the Bid Evaluation Committee.
August 2020	Email	Board endorsed a change to be proposed as a formal resolution to Members to change the INF Articles of Association to remove the restriction state 'that at least one Board meeting each year must take place with the personal attendance of the Directors'.
September 2020	Board Meeting	Board approved a new delayed date for NWYC 2021 Fiji, to now take place in the period from 1 st – 19 th December 2021.

September 2020	Board Meeting	In terms of qualified teams being unable to participate in NWYC 2021. Board agreed representation from at least four regions will be required and competition is to include a minimum of 12 teams. In the situation of selecting replacement teams, where this is possible it will be based on factors including the Region of the team that has withdrawn and the next senior world ranked teams.
September 2020	Board Meeting	Board endorsed INF Foundation's geographical focus for first three years as within the African Continent.
September 2020	Board Meeting	Board ratified appointment of Cheryl Danson as Chair of the World Class Officiating Programme Review Working Group.
September 2020	Board Meeting	Board endorsed the proposal for winding up the International Netball Federation Limited (Isle of Man) and establishing a new company in the UK before the end of the current financial accounting period on 31 December 2020. Secretariat to take forward a formal resolution to ask Members to approve these proposals.
September 2020	Email	Board approved Lindsay Sartori as a Member of the INF Audit and Risk Committee.
October 2020	Email	Board approved Kate Palmer as a member of the INF Nominations Committee.
October 2020	Email	Board approved an Event Project Manager role to be added to the staffing structure on a fixed term contract basis to support INF's strategy and International events portfolio.
October 2020	Email	Board approved a change to the Terms of Reference for the Nomination's Committee to remove the restriction of being a director, employee or consultant of the INF, an INF Member or an INF Regional Federation being a preclusion from a position on this Committee, provided any conflicts of interest are handled appropriately and according to the INF Conflict of Interest Policy.
October 2020	Board Meeting	Board approved INF core budgets for 2021.
October 2020	Board Meeting	Board approved Interim Financial Statements (unaudited) for the period ended 30 th September 2020.
October 2020	Board Meeting	Board approved INF Foundation next stage budget allocation which will be allocated to a project to outsource selecting a charity Partner who can enhance the INF Foundation's work, to build a strong Case for Support for the countries where support will be given and an Options Appraisal for the Research and Evaluation University Partner.
October 2020	Board Meeting	Board approved World Class Officiating Programme Review Working Group first Phase project spend.
October 2020	Board Meeting	Board approved Revised Anti-Doping Rules to come into force from 1 st January 2021.