

Minutes of ManCom (34b)

Meeting at Easingwold Galtres Centre: Saturday November 9th

Due to a very overdue finish to the Mixed Fours, the meeting did not start until 6.05pm. All 9 committee members were present.

Background: After the IC fixture between our 'A' and 'B' teams on Sunday October 20th our Junior Coordinator (Jill Newsome) had been contacted by the North Bay SMBC Secretary (Bronagh Toleman) by telephone with a verbal complaint. Specifically, this related to an alleged incident at lunchtime involving the 3 juniors from the North Bay who had accompanied her to this match and the 'A' team captain (Arthur Jackson). This was immediately referred to the Chairman who instigated an investigation into the allegations that had been made. For speed, this investigation was out of necessity conducted by email and telephone. Evidence was sought from those known to be present at the time including the juniors themselves (via their parents). The complaint was also discussed with the ESMBA Safeguarding Officer (Lynn Dean). As a result of his investigation the Chairman had responded by letter on behalf of ManCom and he had now called this meeting to further discuss this particular issue and others related to the day.

The following points were discussed.

- **Roll-ups:** On home match days, it was agreed that in principle, anyone not involved in the match could have a "roll-up" when all mats were free provided that the permission of the home captain had first been obtained.
- **Dress code:** Players selected for any of the 3 county teams are expected to wear a NYSMBA county shirt. These are obtainable via the Captains at £15 each. Exceptions can only be made in the case of last minute team replacements or where no stock is available. In the latter case players will be expected to purchase their own shirts asap from the ZapKam online shop. It is the captain's responsibility to ensure that all their team members comply.
- **October 20th:** The Chairman had now been informed that his letter was considered "unacceptable" by the recipients.

A full and frank discussion then took place re-visiting all the evidence from the original investigation. PJ confirmed that the juniors were present at her invitation and that when they arrived, she had agreed to a roll-up at lunchtime once all mats were free. AJ explained the misunderstanding that led to him stepping in to stop this roll-up. However, the meeting agreed that it was not actually his responsibility to intervene as this was down to the home team captain alone (if any intervention was thought necessary).

The important question of way he had addressed the juniors was then discussed and the effect this had had on the juniors themselves. FB and JiN, both teachers, impressed on all present that juniors cannot simply be treated as "small adults". They are children and must be treated with much more care and sensitivity.

The Chairman asked AJ if, having heard all points of view expressed he would be prepared to write a letter of apology to the parents of the juniors. AJ said he regretted that his action had caused such upset and would do so.

- **Safeguarding:** The discussion continued into the whole area of our safeguarding responsibilities and JiN said she was looking into providing more training for ManCom members. She re-iterated that anyone with direct responsibility for Juniors must a DBS cleared via the ESMBA. She has started work on updating and expanding our own Safeguarding Policy using the templates provided by the ESMBA. A Code of Conduct was also being considered.

Meeting finished 7.10hrs

RBG 15/11/19