



England Netball East Midlands Region AGM
7th October 2026 7:00-8:00pm

AGENDA

1. Welcome
2. Apologies
3. Introduction of Regional Management Board -
4. Appointment of Tellers
5. Voting Strength
6. Minutes of the last AGM
7. Chair's report
8. Regional Team & Regional Chair's Presentation
9. TSG reports: ROG, Competition; Officiating; Coaching; Volunteer and Club Development
10. Governance & Finance report & Accounts
11. Acceptance of accounts
12. Proposed resolution changes to the constitution
13. Nominations & Election of Officers
14. Vote of Thanks
15. Close



England Netball East Midlands Region AGM

7th October 2026 7:00-8:00pm

Minutes of Annual General Meeting

Date/Time	25 June 2025 7:06pm-7:32pm	Location	Zoom		
Attendees	Initials	Representing	Attendees	Initials	Representing
Rowena Hackwood	RH	Regional Chair	Rachel Bussey	RB	Interim Partnerships and Delivery Manager (NV)
Sue Connor	SC	Regional Vice Chair	Ian Marron	IM	RMB – Appointed
Sarah Hollidge	SHo	RMB - Appointed	Emma Bailey	EB	Northampton Dragons
Andy Scigliano	AS	RMB - Elected	Jackie Brookes	JB	K-Town Nets
Anne Henderson	AH	NCNA Vice-Chair	Libbie Behrens	LB	Luna Lights
Abbie Wilson	AW	Grasshopper Netball Club	Liz Broomhead	LBr	RMB – Appointed
Bethan Walker	BW	Swadlincote Netball	Lizzie Saunby	LBa	Officiating TSG lead
Carla Garey	CG	Ashby NC	Margaret Nwagwu	MN	Players NC
Carol Spencer	CS	Competition TSG	Megan Sayers	MS	England Netball Development Officer (NV)
Claire Sanders	CSa	Nottingham Forest Netball (NV)	Morgan Williams	MW	RMB – Appointed
Claire Bowen	CB	Bingham Netball Club	Pam Weatherby	PW	Nottinghamshire County
Dannii Donovan	DD	RMB – Elected Member	Samantha Nethercott	SN	K-Town Nets
Kathy Cox	KC	Grasshopper Netball Club (NV)	Sara Bostock	SB	Moll Buzzers
Kathy Stripp	KS	Leicestershire County	Sue Hunter	SH	Ex Chair of EMRNA & Honorary Life Member
Keri Moorhouse	KM	Charnwood Rutland NC	Judith Munson	JM	Loughborough Town Netball League



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Apologies	Initials	
Angela Howat	AHo	Gracedieu Netball Club
Carloine Richards	CR	Stiletto Netball Club
Charlie Sizer	CSi	Derbyshire County
Christie Neale	CN	Hinckley Hurricanes
Louise Key	LK	Fenland Netball Club
Matthew Tapp	MT	Northamptonshire
Naomi Stenhouse	NS	Lincoln City
Yvonne Blunt	YB	Northamptonshire

Circulation List
Attendees
Apologies

Ref	Agenda Item	Led by
1.	Welcome	RH
2.	Apologies - As above	RH
3.	Introduction of Regional Management Board - Regional Management board were introduced – Appendix 1	RH
4.	Appointment of Tellers - 2 tellers appointed RB and SHo	RH
5.	Voting Strength - 24	RH
6.	Minutes of the last AGM - Minutes of the last AGM were displayed on screen after they appeared corrupt in the pack. - These minutes were accepted as true and correct record – Proposed: KS, Seconded: SC	RH
7.	Chair's report - The chair addressed the meeting and gave her report - Special thanks to RMB members, ROG, TSG Chairs, group members and NDOs for all their support and hard work throughout the region.	RH



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	- Congratulations to Nottingham Forest and Loughborough Lightning for their performances this year. - Special thanks to Sue Hunter, Jo Sharrock, Carol Spencer and Lynn Moore as they stand down for their roles on the RMB and TSG. - Thanks to Eleanor Udall, who recently left her role as East Midlands Regional Officer, for all her hard work with governance and volunteering and community development. Thanks to Megan Sayers and Kelly Thompson for their interim support. - RH thanked AS for taking over as ROG Chair and SHo, subject to election, for taking over Governance & Finance. RH also congratulated LS for taking over as Chair of Officiating, Vicky Otterburn for taking over Chair of Coaching and CG for taking over Chair of Competition. - Thanks to Kamila Wszolek who had been appointed as Competition Secretary and Rob Mann for taking on the role as Mixed Netball TSG Chair	
8.	Regional Team & Regional Chair's Presentation - RB presented the Regional Office report - Appendix 3 - Regional achievements - Regional membership figures shared - Thanks to the region's volunteers, past and present RMB members and to the England Netball staff team	RB
9.	TSG reports: ROG, Competition; Officiating; Volunteer and Club Development - RH explained all reports were in the AGM pack which had been distributed prior to the AGM and are taken as read.	RH
10.	Governance & Finance report - Distributed prior to the AGM and taken as read – Appendix	RH
11.	Acceptance of accounts - Floor accepted accounts true and correct	RH
12.	Proposed resolution changes to the constitution - SHo explained changes were shared and distributed in the AGM pack prior to the meeting - To adopt England Netball wording and remove old terminology, inline with their current policies - Agreed: 15	All



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	- Constitution proposed changes are accepted as true and correct	
13.	Nominations & Election of Officers - SHo standing for election – transferring from appointed to elected - JB appointed as teller for this section only as SHo standing for election - Agreed: 15 - DD standing for election and introduced herself to the group - Agreed: 18	RH
14.	Vote of Thanks - KS thanked Sue, Carol and Jo for their contributions to the board. Welcomed new members to the RMB and TSGs and thanked them for stepping into their new roles.	KS
15.	Close – 7:55pm	RH

Appendix 1 – Regional Management Board Structure Diagram



Report Name: Chair's Report 2025/26

Chair: Rowena Hackwood

Introduction

2025/26 has been another fantastic year for netball across our region. I would like to thank all members of the Regional Management Board (RMB), Regional Operations Group (ROG) and our Technical Support Groups (TSGs) for their dedication and hard work. In particular, I want to recognise those who took on new portfolios this year. Your commitment has ensured that the region continues to move forward, delivering high-quality competitions and tournaments, excellent support for umpiring, coaching, volunteering and community development, while maintaining strong governance and sound financial management.

For the second consecutive year, our Super League franchises have enjoyed outstanding success, with both Nottingham Forest and Loughborough Lightning securing places in the top four. Congratulations also go to the players from both franchises who represented England, Scotland, Northern Ireland, South Africa and Jamaica at the Commonwealth Games.

As we continue to refine the way our franchises, counties and region work together, it is clear that the East Midlands offers a wealth of opportunities to engage with and participate in high-quality netball. Thank you to everyone who helps make this possible.

Board and TSG Updates

As outlined in the AGM papers, we are saying a fond and grateful farewell to Sue Connor, who has served the region as Vice Chair for many years. We are also thanking and saying goodbye to Liz Alsop, who has provided many years of dedicated service as Regional Treasurer. On behalf of the region, thank you both for your outstanding commitment and contribution over so many years.

I would also like to recognise Carla Garey for her leadership of the Competition TSG this year, particularly in navigating the various facility challenges at Loughborough University. We are fortunate to have several excellent indoor venues within our region and are pleased to be moving to Nottingham Trent University for the 2026/27 season. The new venue will provide access to four courts every weekend, which we hope will significantly reduce disruption during the season.

Strategic Priorities from 2025–26

Priority 1 - Launching Mixed Netball

Netball remains a proudly female-led sport, but the East Midlands continues to lead the way in supporting the "Netball for All" movement through the growth and success of men's and mixed netball.

At last year's AGM, I announced the launch of the inaugural East Midlands Mixed League, which took place during the 2025/26 season following the conclusion of the women's competition. The league featured eight teams, with Moll Buzzers Blades crowned champions. Their success earned them a wildcard entry to the Mixed Nationals at Loughborough University over the August Bank Holiday weekend, where they achieved an impressive seventh-place finish out of 20 teams. This result reflects the quality and competitiveness of mixed netball in our region.

Congratulations to everyone who participated in the men's and mixed competitions, and especially to Stunts, who won the Mixed Championship.

Priority 2 - Raising the Standard of Regional Officiating

Thank you to Lizzie Saunby and everyone involved in officiating across the region for your continued commitment to raising umpiring standards within our regional competitions.

Improving the quality and consistency of officiating has been a key priority throughout my first two years as Chair, and I am delighted with the progress being made. The ongoing focus on training, mentoring and continuous professional development is helping to strengthen the umpiring pathway and support our officials at every level.

Priority 3 – Raising the Standard of Junior Competition

We are still adapting to the realities of the professional era of netball, and there remain some challenges to resolve between franchises, counties and England Netball, particularly around the relationship between franchise commercial activity and county performance pathways.

I am keen for us to think creatively about how we can raise the standard of competitive opportunities available to our young athletes. While we have many talented players across the region, East Midlands performance in national competitions, at both junior and senior level, still lags behind some other regions, particularly the North West. This includes at National Premier League level, where the region is now represented by a single club following the demotion of Northants Storm in 2026.

I will continue to work closely with county chairs and other stakeholders as we explore solutions and opportunities for improvement. Thank you for your patience and support as we continue this important work.

Regional Board Role Changes

We continue to strengthen and develop our Regional Management Board and hope to appoint a Vice Chair at this AGM.

Current Board Member Sarah Hollidge has agreed to stand for the Vice Chair position. Should Sarah be elected, Naomi Stenhouse, who joined the Board at the

first RMB meeting of the previous administrative year, has agreed to take on the role of Governance and Finance Chair.

Danni Donovan has also agreed to take on responsibility for the Safeguarding and Complaints portfolio, working closely with our Resolution Officer, Nikki Ford, where required.

In last year's report, I noted that Kamila Wszolek had taken on the role of Competition Secretary. Unfortunately, Kamila resigned last autumn. We are extremely grateful to Lynn Moore for stepping in to provide stability during the recruitment process. We subsequently welcomed Celine Li as Competition Secretary, alongside a number of administrative support volunteers who have helped manage the day-to-day operation of our competitions. Tegan Wright will provide Competition Administration support during the 2026/27 season.

Centenary Celebrations and ONE Awards

This year, we approached our regional One Awards in a slightly different way by hosting a celebration event at Derby County Cricket Club.

Mary Yardley and the Volunteering and Community Development Committee, supported by Liz Broomhead and Alice Harvey, delivered an exceptional event that has received widespread praise across the England Netball community. Thank you to everyone involved in making the evening such a success.

We are also grateful to the counties that provided additional financial support for the event. Your generosity was greatly appreciated.

A huge thank you also goes to all members of our awards selection panel. Identifying and recognising our winners is a significant undertaking, and we could not celebrate the achievements of our volunteers without your time, expertise and commitment. I am immensely proud to be part of such a vibrant community of volunteers, coaches, officials and players, and I am delighted that we were able to mark this special centenary year in such a memorable way.

Separately, England Netball hosted a Centenary Masters Competition, inspired by the traditional Inter-Counties format that many of us remember so fondly. Leicestershire and Northamptonshire both entered teams in the Over-40s competition, with Leicestershire returning home with a bronze medal. Congratulations to everyone involved.

Working with England Netball

There have been several personnel changes among our England Netball colleagues during 2025/26, and we have been pleased to welcome Alice Harvey as our new Regional Officer, Vicki Clark as our Performance Development Manager, and Jasmine Gannon as Netball Development Officer for Leicestershire.

Thank you for everything you do to support, grow and nurture netball across our counties and region. Your contribution is invaluable, not only in developing the game but also in supporting our TSGs, county committees and volunteers who work so hard to keep netball thriving throughout the East Midlands.

Closing Remarks

As Chair, I remain incredibly proud of everything that has been achieved across the East Midlands over the past year. None of this would be possible without the dedication of our volunteers, officials, coaches, players, clubs and partners.

Thank you for your continued commitment to our sport and to our region. I look forward to building on this year's successes as we continue to grow, strengthen and celebrate netball across the East Midlands.

East Midlands Regional Office Report

Regional Highlights 2025-26

The Walking Netball Tour brought women together in Nottingham and Loughborough, with more than 40 participants enjoying a walking netball activity session followed by an NSL fixture.

The launch of East Midlands Netball's brand new Mixed League marked an exciting milestone for the region, with Mollbuzzers taking the inaugural title.

A highlight of the centenary celebrations, the inaugural East Midlands Netball Festival ft. ONE Awards brought together over 400 members from across the region.

Nottingham Forest reached the NSL top four for the first time in club history and set a new home attendance record, welcoming 3,030 fans to their Round 13 fixture.

The announcement of the NXT Roses squad showcased the region's emerging talent, with Nottingham Forest's Lily Smith and Rihanna Luke, alongside Loughborough Lightning's Charlotte Savory, Emily Pawlett and Jessica Tolsen, earning selection.

Another strong season for Loughborough Lightning saw the team achieve a ninth successive top-four finish and secure third place overall. Their Women's Health themed match day was also attracted the most game day fan activity.

A total of 486 learners from across the East Midlands completed a coaching or officiating course during the year. A special congratulations to Lyndsay Botten who achieved her A Award in officiating, marking a significant milestone in her umpiring journey.

Four East Midlands teams represented the region at England Netball's Masters Festival, with Northamptonshire securing an impressive runners-up finish in the O35s competition and Akuma Leicestershire Vixens claiming third place in the O40s.

The regional team continues to work closely with School Games Organisers to support and promote Bee Netball in schools, with over 90% of East Midlands School Games Organisers actively engaged.

Regional Participation 2025-26

Across the EN regional team we have focused on creating a Game for Life by expanding opportunities for more adults and children to play Netball through community and school programmes.

- During 2025-26 financial yr the regional team has engaged with 1200 adult participants, through direct programme delivery in Walking Netball, Netball Now, Back to Netball & establishing a new League, and by empowering 44 local partners to help grow grassroots Netball (see table below). Tournament & Festival delivery throughout the year has also engaged just over 1000 people.
- In Lincolnshire a grant of £2600 was secured for Place based Netball for 2026/27, to invest in activating local communities identified as having the greatest levels of inactivity and social inequality.

- To encourage more schools to offer netball and take part in the netball competition, our NDO's have worked closely with 95% of the regions School Games Organisers (SGO's), to upskill young leaders and deliver Bee Netball Yr 3-4 and 5-6 festivals, as well as supporting our counties in the school games events across the region. Aug 2026 YST data shows 353 East Mids schools are engaging in Netball activity delivered by SGO's, 20 more schools than in 2024/25 academic year.

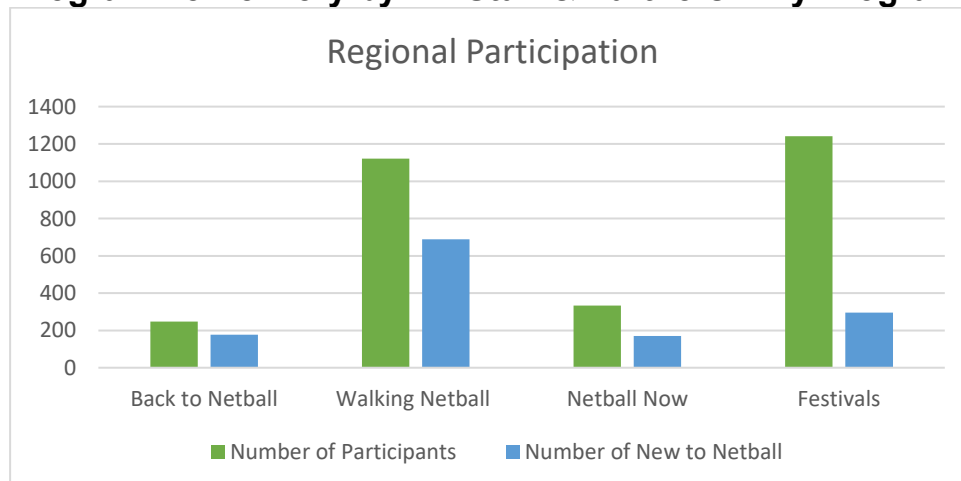
Growing and empowering our membership remains a priority, alongside embedding NETBALLHer across everything we deliver. We have strengthened our existing volunteer network, welcomed newcomers into the netball family and celebrated the exceptional contribution and impact of our extraordinary leaders. We champion strongly the voices of women and girls and educate on the importance of staying in the game through all life changes.

With two inspiring NSL clubs in our region, we have built even stronger relationships with Loughborough Lightning and Nottigham Forest across the season, supporting them to connect closer with our Netball family. Both clubs have provided activation or helped deliver at a number of local tournaments and events, and the clubs have actively considered the best approaches to game day experiences with their fans in mind.

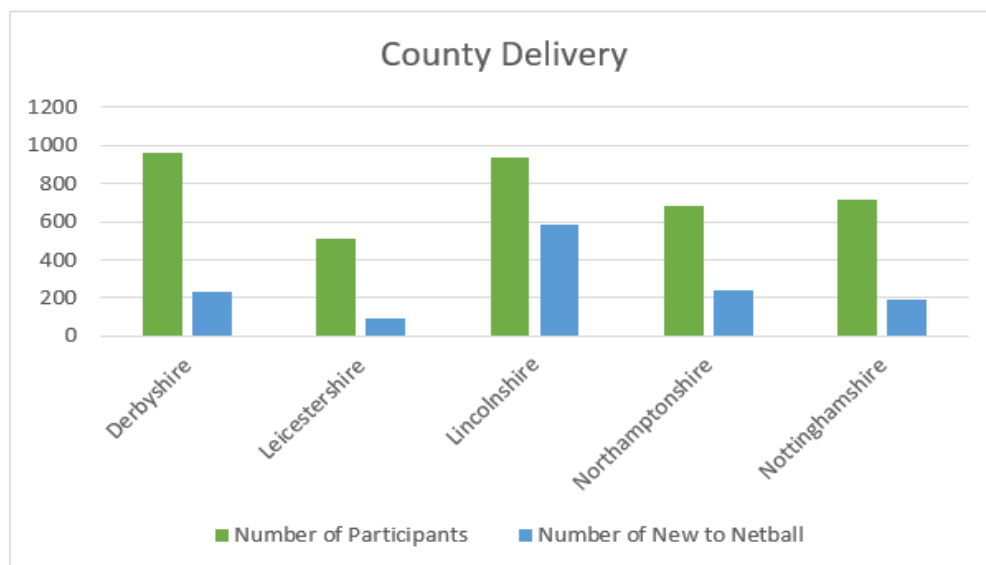
Since its launch in February 2026, our Centenary year of celebrating Netball: 'A sport developed by women, for women' has been a golden thread through our events and programmes, recognising our Past, our Present and our Future. Including, 10 year Walking Netball celebrations, Centenary Pick & Mix festivals and advocating for teams within the National Masters event.

Going into the 26/27 year, our focus has been to capitalise on the positive delivery of the Commonwealth Games 2026, support the NSL end of season review and future planning, continue our partnerships with schools, and programme deliverers, and deep dive into how we can enhance our support our volunteers and our membership going forwards.

Programme Delivery by EN Staff & Partners – By Programme



Programme Delivery by EN Staff & Partners – By County



Membership – 105% of members have renewed this season.

County	25-26 Membership	24-25 Membership	% renewal
Derbyshire	1617	1583	102%
Leicestershire	2544	2188	116%
Lincolnshire	1705	1693	101%
Northamptonshire	1004	1122	89%
Nottinghamshire	1505	1375	109%

Coaching

Coaching and workforce development has continued to be a key area of growth across the region. The England Netball **Level 1 Coaching Course** continued to be delivered virtually, resulting in **124 learners** achieving their qualification this financial year. The **Level 2 Coaching Course** remained a blended programme of virtual and practical delivery, with **78 learners** successfully awarded their qualification. In addition, **13 learners completed the Walking Netball Host Training**, supporting the continued expansion of Walking Netball opportunities for those less active or recovering from injury across the East Midlands.

In July, England Netball relaunched its **Bee Leader programme**, providing new development opportunities for those supporting netball in educational and community settings. Since its launch, **6 learners have achieved the Bee Leader Award** for individuals without Qualified Teacher Status (QTS) or an England Netball Level 2 or 3 Coaching qualification, while **4 learners have achieved the Bee Leader Certificate**, available to those holding QTS or an England Netball Level 2 or 3 Coaching qualification in East Midlands.

Officiating

Both the **Into** and **C Award Officiating Courses** continuing to be delivered virtually, ensuring accessible training opportunities for aspiring umpires. This financial year has seen significant growth in the officiating workforce, with **161 participants achieving their Into Award** and **56 umpires successfully gaining their C Award qualification**.

The region has also continued to develop officials through the higher umpiring pathway, celebrating the achievement of **Lyndsay Botten**, who attained her **A Award Umpire qualification**, alongside **8 new B Award Umpires**.

Coming Up

21st and 22nd November – Horizon Series, Copper Box, London
12th February – End of England Netball Centenary Year

Report Name: Regional Operating Group (ROG) Chair's Report
ROG Lead: Andy Scigliano

Detail

The Regional Operating Group (ROG) has consisted of the following members:

- | | |
|-------------------|---|
| • Andy Scigliano | ROG Chair |
| • Carla Garey | Competition TSG Chair |
| • Lizzie Saunby | Officiating TSG Chair |
| • Mary Yardley | Volunteering & Club Development TSG Chair |
| • Vicky Otterburn | Coaching TSG Chair |

ROG performs the following roles:

- A delegated decision-making group for operational issues
- Contributes to the agreement of the content of the region's Key Focus Areas and other operational agenda items
- Approves grant funding requests up to £1000 on behalf of RMB
- A communications forum to ensure coherent planning and delivery for the region
- Oversees, on behalf of RMB, the coherent implementation of an agreed Regional Strategy

The group is responsible for working towards the targets set by the Region, in line with the England Netball Plans. These plans reflect the needs of the Region in relation to the development of clubs, schools, volunteers, players, coaches, officials and competition.

The TSGs were formed in 2013 and they play a vital role in the development of netball throughout the region and without them we would not function. All counties are invited to have representatives on each of the TSG groups to help support the work of their CNA and the Region.

The groups have been chaired by amazing leaders throughout so many years and even prior to the formation of the TSGs, the same leaders were managing competition, coaching and officiating, but for the past twelve months, we have been operating with 4/5 new people – myself included. This new leadership group has assimilated quickly and well together and are a very supportive, cohesive group – all wanting to do their best for netball in the East Midlands.

Carla Garey is the new Chair of the Competition TSG and she has had many years of experience in the development of netball through her role at club, NW Leicester League and county level, with Leicestershire. She has built upon the sterling work of Carol Spencer and has continued to develop the competitive opportunities in the region, with the continued hard work of her very strong TSG team – including the successful implementation of a key regional strategy – the Regional Mixed League, which took place from April to June this year. Carla has faced adversity re the regional league venue bookings in her first season, but she has overcome them with

aplomb and has been very instrumental in securing a new, regular booking for our Regional League, this coming season – at Nottingham Trent University. Finally, enormous thanks must go to Carol Spencer for all her hard work and leadership of this group over many, many years.

Lizzie Saunby has built upon the work that Jo Sharrock and her team did previously - in establishing a coherent and functional Officiating Group. Lizzie brings a great deal of experience and knowledge to this role as a highly qualified umpire, tutor and assessor and along with her excellent team, she has already made some very positive changes within the regional officiating field – again reflecting a key regional strategy priority. However, I would like to say thank you, for the final time, to Jo Sharrock for all the hard work and energy that she put into the role previously.

Vicky Otterburn has become our new Chair of the Coaching TSG and we are delighted to welcome her to this post because it has been vacant for the last three years. Vicky brings a wealth of experience to the post; she was previously a member of the Coaching TSG and is now engaged in coaching at school, club, county and Super league level. She has worked hard over the last year to rebuild the coaching team with representatives from across our five counties and already they have planned and set a date for the region's next Coaching Conference in January 2027.

Mary Yardley continues to Chair the VC&D TSG and the group continue to initiate new ideas, but is also continuing to work on key development areas that carry forward: sustainability, deaf netball and young people as advocates of netball. Mary is such an advocate for the development of volunteers herself and is very receptive to supporting new initiatives thanks to her many years as a volunteer in netball. Her team is always involved in organising our regional ONE Award event and this year's 'Past, Present & Future' themed event held at Derbyshire Cricket Club.

ROG continues to monitor and approve funding requests for coaching and officiating so if you wish to apply for funding support to enhance your netball development for the benefit of your club, county and region, then please look on the website for details or contact the EN Regional Officer.

I would like to give my sincere thanks to all the regional TSG chairs and their committee members for their extremely hard work for us all over the last 15 months. They have signed up to enhance the experience of all netball players across our region and a massive thank you, also, to our replacement for Eleanor Udall who left us last year. Alice Harvey joined the team as our new EM Regional Officer and she has given sterling support to everyone and was an integral part of the recent ONE Awards organisation. Thank you Alice.

....and finally, my predecessor – Sue Connor – had a great send-off at the recent ONE Awards and she is a hard act to follow, but I am doing my best in this post, for the region and its various teams of people. As Sue said last year – she looks forward to netball in the East Midlands continuing to grow and develop in her absence in post and I second her thoughts and would like to assure you all that we are all committed to working hard to ensure that this happens in our region.

TSG Name: Competition

TSG Lead: Carla Garey

Overview

The 2025–26 season has been a busy and progressive year for the Competition TSG, with a strong focus on delivering high-quality, well-managed competition across the East Midlands.

The Senior Regional League presented challenges, particularly following previous venue difficulties. After an extensive search, involving numerous venue visits and significant work around availability, suitability and cost, Nottingham Trent University was secured as the new home for East Midlands regional netball. Alongside this, we have continued to see progression in the standard and competitiveness of teams within the Regional League.

Across the wider programme, successful junior qualifying competitions attracted 32 teams across U14 and U16, while 30 schools competed across the U14, U16 and U19 Regional Schools competitions. U11 and U12 regional competitions also provided important competitive opportunities for younger players.

The inaugural Mixed Regional League was another exciting development, with eight teams completing its first season and providing an excellent foundation for the future.

Three Key Successes from 2025–26

Success 1 - Strengthening the Senior Regional League

Following significant challenges around venues, securing Nottingham Trent University as the new home of East Midlands regional netball represents an important step forward for the competition.

The work required behind the scenes was considerable, with numerous venues explored and challenges around availability, suitability and pricing. Establishing a consistent home now gives us an opportunity to deliver a stable, professional and well-managed Regional League programme.

The league moves into 2026–27 with three divisions – a 10-team Division 1 and eight teams in both Divisions 2 and 3. While increasing team numbers is not an objective in itself, we have seen encouraging progression in the quality and standard of teams competing within the league. Continuing to raise that competitive standard remains a key focus.

Success 2 - Delivering a Strong Junior and Schools Competition Programme

The region has successfully delivered a broad programme of competitive opportunities for young players and schools.

Junior Regional League qualifying competitions attracted 32 teams - 15 at U14 and 17 at U16 - demonstrating a strong appetite for high-quality regional competition.

Regional Schools competitions saw 30 schools compete across U14, U16 and U19, with ten teams represented at each age group. Alongside this, U11 and U12 regional competitions have continued to provide valuable opportunities at the younger end of the pathway.

Our U14 and U16 representatives also competed proudly on the national stage. Their experiences against some of the strongest programmes in the country provide valuable insight into where we can continue to develop, with raising standards and strengthening our national competitiveness an important ambition for the region

Success 3 - Launching the East Midlands Mixed Regional League

The inaugural East Midlands Mixed Regional League was an exciting addition to the regional competition programme.

Eight teams completed the first season, showcasing some excellent netball, talent and flair. Feedback from those involved was extremely positive and demonstrated the appetite for a high-quality mixed competition within the region.

The first season has provided a strong foundation from which the competition can continue to develop, and we are excited about its potential in subsequent seasons.

Priorities and Aims for 2026–27

Aim 1 - Raise Competitive Standards

Continue to drive the quality and competitiveness of East Midlands netball across our competition programme. We want to see the standard of our strongest teams continue to progress and to improve the region's competitiveness when represented on the national stage.

With Charnwood Netball Club the only club currently representing the East Midlands in National Premier League competition, strengthening the pathway towards the highest levels of club netball remains important.

Aim 2 - Deliver an Outstanding Competition Experience

Embed Nottingham Trent University as the home of East Midlands regional netball and continue to deliver a consistent, professional and well-managed competition programme.

We will continue strengthening governance, communication and organisation, while ensuring that the experience of teams, players, officials and volunteers remains central to our decision-making.

Aim 3 - Strengthen the Reputation of East Midlands Netball

Continue to build the reputation of East Midlands competitive netball by celebrating success, showcasing the quality within our region and working collaboratively across the pathway.

Having two Super League franchises within the East Midlands provides a fantastic opportunity for the region, and their success and presence can help inspire greater standards throughout our competitive structure.

We will continue recognising achievement through league winners, runners-up and Most Valued Player awards, while celebrating the people and teams who make regional competition successful.

Celebrating Our Volunteers

None of the competition delivered across the East Midlands would be possible without the considerable commitment of volunteers working behind the scenes.

The Competition TSG has met six times face-to-face during the year and has developed into a collaborative, well-organised group bringing together a varied range of experience and perspectives. A huge amount of work takes place outside of those meetings to ensure competitions are organised, communicated and delivered successfully.

Particular thanks go to Celine Li for her continued commitment and considerable work supporting regional competition, and to Alice Harvey and the Regional Office for their ongoing support.

We would also like to recognise our County Chairs and County Representatives, whose commitment to their individual counties and to regional competition is invaluable.

Finally, our thanks go to every official, volunteer, team representative, coach and partner who gives their time to East Midlands netball. Much of their work happens quietly behind the scenes, but it does not go unnoticed.

We were delighted to celebrate some of these successes through the ONE Awards and our league winner, runner-up and Most Valued Player awards. Recognising achievement, both on court and behind the scenes, remains an important part of building a strong and positive East Midlands netball community.

TSG Name: Officiating
TSG Lead: Lizzie Saunby

Overview

The East Midlands Regional Officiating TSG has continued to focus on raising officiating standards and creating clear development pathways across the region. During 2025-26, the group delivered a successful regional development programme, expanded mentoring opportunities and supported officials through qualification and progression routes. The region achieved significant success with 9 new B Award and 2 new A Award umpires qualifying, representing a substantial proportion of national success at the higher award levels. A robust approved officials programme was introduced, with over 70 officials screened and fitness tested to support regional competitions. The TSG also continued to provide support to regional competitions, England Netball pathways, Loughborough Lightning and Nottingham Forest programmes, whilst East Midlands officials achieved recognition through appointments at national, international and Commonwealth Games level.

Three Key Successes from 2025–26

Success 1 - Exceptional Officiating Development and Qualification Success

The East Midlands continued to lead the way nationally in officiating development. During the season, 9 umpires achieved their B Award and 2 umpires achieved their A Award. Only three A Awards were achieved nationally during the year, with two of those coming from the East Midlands. Strong mentoring, assessment support and development opportunities have contributed to a growing pool of qualified regional officials and a clear progression pathway for aspiring umpires.

Success 2 - Successful Regional Development Day and Enhanced Officiating Pathway

The Regional Officiating Development Day held in September 2025 attracted around 30 officials from across the region and provided valuable learning, networking and development opportunities. This formed part of a wider programme that included the introduction of the Approved Officials List, fitness testing and screening of over 70 officials, structured mentoring opportunities and a return to regional allocations.

Success 3 - National and International Recognition for East Midlands Officials

East Midlands officials continued to gain recognition on the national and international stage. Kate Mann, Wendy Broad and Cleo Wyman were appointed to Glasgow 2026 Commonwealth Games. Lizzie Saunby was appointed World Youth Cup Final Umpire, Wendy Broad and Robyn Rogers were appointed Technical Officials for the World Youth Cup Final, whilst Wendy Broad, Sara Bostock, Jayne Bell and Donna Fensom were appointed as Technical Officials for the event. In addition, Jayne Bell received an England Netball One Award for Outstanding Contribution.

Priorities and Aims for 2026–27

Aim 1: Consolidate the significant progress made during 2025-26 by continuing to support newly qualified officials, strengthening development pathways and maintaining the exceptionally high standards achieved across the region.

Aim 2: Work with Derbyshire, Leicestershire and Nottinghamshire to increase the number of active regional officials and create a more balanced regional workforce across all counties.

Aim 3: Improve the availability, development and profile of Technical Officials and table officiating opportunities across the region, creating stronger pathways and development opportunities

Celebrating Our Volunteers

The Regional Officiating TSG would like to extend its sincere thanks to all County Officiating Leads, mentors, assessors and volunteers who have supported officiating development throughout the year across Derbyshire, Leicestershire, Lincolnshire, Northamptonshire and Nottinghamshire. Special thanks go to Robyn Rogers for allocating fixtures across Division 1, Division 2 and the U16 competitions. This represented an immense amount of work and has been vital to the successful delivery of regional competitions throughout the season. Finally, a huge thank you goes to all of our fantastic officials. Your commitment, professionalism and willingness to support competitions throughout the season are vital to the success of netball in the East Midlands.

TSG Name: Coaching
TSG Lead: Vicky Otterburn

Overview

The coaches group was reformed and launched again in September 25, with two reps from each county and we have met quarterly with 2 zoom meetings and 2 face to face meetings within 12 months.

I have established a connection with the coaching lead at England Netball as well.

Three Key Successes from 2025–26

Success 1 - The resurrection.

The coach's group was resurrected and reformed in September 2025. With four of the original members agreeing to come back. Great group lots of expertise and knowledge who are very much aware of the challenges that we face in today's coaching world.

Success 2 - Launch of social media coaches hubs

We launched a Facebook and Instagram page called East Midlands Coaches hub to promote and share coaches CPD opportunities and any netball updates for/ with coaches.

Success 3 - Plans in place for Coaches Share Day Jan 27

We have planned and booked a coaches share day for Saturday 9th January at DMU. Final bits being done now before booking link is launched. Did expression of interest form prior to find out what people wanted and this is what the day has been based around. Both franchises have been asked to be involved.

Priorities and Aims for 2026–27

Aim 1 - Run a successful coaches share day.

Aim 2 - We would like to try and facilitate clearer communication between the counties, the franchises and the regional calendar.

Aim 3 - We are looking in to a wellbeing workshop/ event within the next 24 months, this may tie in with the planned share day.

Celebrating Our Volunteers

Celebrating Our Volunteers

Everyone on the sub group has played their part so far and working hard to ensure the coaches share day is a success!

TSG Name: Volunteer and Club Development

TSG Lead: Mary Yardley

Overview

I'll start with the sad news first. On July 7th, our lovely Chloe Hemmings died from a cancerous brain tumour. Chloe had been a member of the V and C Dev TSG since 2015 but previously Chloe served on the Recognition and Profile TSG. When that folded Chloe was assigned to the Volunteer Group. Chloe's contribution was substantial and it is hard to accept that at one of her last meetings we were celebrating her engagement and admiring her ring. The TSG, as others, was devastated. As Tom her partner said – Chloe would light up any room with that lovely smile.

The overview is detailed in the successes below.

Three Key Successes from 2025–26

Success 1- One Awards Centenary Festival 4th July 2026

A huge success for the TSG with support from Carla Garey, the NDOs plus monetary contributions from Derbyshire and Leicestershire. A special mention for Alice Harvey, Regional Officer who went above and beyond her work programme to organise, communicate and give a huge commitment to the event.

The impact on netball within the East Midlands was a coming together of netballers and their families covering all aspects from Bee Netball, Grassroots, Performance to Walking Netball. The event was also well represented and supported by the two franchises within the Region – Loughborough Lightning and Nottingham Forest Netball. Displays by England Netball, (EN), Derbyshire Netball, Leicestershire Netball, Loughborough Lightning and Nottingham Forest Netball enhanced the event. We were also honoured with the presence of EN's Chair, Baroness Sue Campbell who presented several awards.

The whole event showcased netball and recognised and rewarded the Region's valuable volunteers.

I would also like to thank the few RMB members who attended to help and to celebrate the work that Sue Connor has contributed to the Region over many years. Tributes in person came from Liz Broomhead, Sue Hunter, Andy Scigliano and Carol Spencer. Thank you Sue.

Award Categories and Winners:

Category	Winner
Special Recognition	Donna Beckett
	Mary Yardley
	Victoria Lane
Outstanding Contribution	Connie Xavier
	Kaylla Driscoll
	Kate Garner
	Kerry Gardner
	Jayne Bell
	Sarah Cottrell
Rising Star	Rebecca Bowen
Thriving Collective	The Best Netball Podcast Ever
Jean Bourne Back to Netball Award	Tilly Wardhaugh
Jean Perkins Walking Netball Award	Hannah Hitchcock
	Hazel McConnell
Jean Staley Award	Kate Garner
East Midlands Long Service Award	Kate Mann
	Lizzie Saunby
	Pam Weatherby
	Robyn Rogers
	Vicky Otterburn



Success 2 - Continued Investigation into Sustainability in Netball.

This initiative is led by Kimberley Durham a member of the TSG from Market Harborough Netball Club (MHNC). Kim has done much to investigate how netball and its members can work towards reducing carbon footprints, communicated with companies on recycling netballs as well as several projects within her own club which may have the potential to roll out to members across the Region.

An initiative entitled Pledgeball was introduced to MHNC which several teams adopted as a competition to endorse sustainable practises and reduce their carbon footprint.



Recycled Trophy by Leicestershire Artist awarded to the team which won Market Harborough's Pledgeball challenge.

The TSG fully endorses the concept and philosophy and will have Sustainability as its focus for the season 2026/7 and will encourage clubs and members to consider engaging in similar activities.

Success 3 - The recruitment of new and younger volunteers.

The TSG now has a blend of 'older' and experienced members and younger people with differing skill sets which gives the TSG a balanced viewpoint and combination which can only be the way to progress.

Priorities and Aims for 2026–27

Aim 1 - Sustainability in Netball. Inform and educate members and clubs. More research into ways this can be achieved.

Aim 2 - Recognise and Reward Volunteers. Plan and organise an event if and when EN inform of its plans.

Aim 3 - VCD Growth & Innovation. Continue to meet and explore ideas and initiatives to meet the remit of the Volunteer and Club Development TSG.

Celebrating Our Volunteers

All those on the TSG plus everyone nominated for a ONE Award.

As Pauline Shipman's shirt said at the One Awards Festival - 'Volunteers don't get paid - because they are priceless'.

Name: Governance & Finance Group

Lead: Sarah Hollidge

Overview

During 2025-26, the Governance & Finance Group strengthened both financial oversight and the region's wider governance arrangements. A ten-year review of the accounts improved visibility of financial trends and risks, while the financial year was realigned with the playing season and TSG budget reporting was strengthened. The group supported the recruitment and transition of a new Treasurer and continued to improve financial controls. East Midlands also became the only region to pilot Governance 360 on behalf of England Netball, creating a more centralised approach to documents, declarations of interest and action tracking. Alongside this, key governance documents were reviewed, including the regional Constitution and hardship grant documentation, in response to increased demand for financial support.

Three Key Successes from 2025–26

Success 1 - Stronger financial oversight and planning

A ten-year review of regional finances provided clearer visibility of trends, pressures and risks. The financial year was aligned with the playing season, TSG budget monitoring was strengthened, and a new Treasurer was recruited and supported through the transition.

Success 2 - Governance 360 and improved document control

On behalf of England Netball, East Midlands became the only region to pilot Governance 360, providing valuable feedback to help shape its future use across netball. The platform centralises governance documents, declarations of interest and action tracking, improving transparency, accessibility and accountability across the region.

Success 3 - Review of key governance and grant documents

A comprehensive review of the regional Constitution was undertaken (thanks to Carol Spencer for this amazing work), drawing on good practice from six other regions. Grant documentation and processes were also reviewed in response to increased demand for hardship support, resulting in clearer arrangements for future applications and decision-making.

Priorities and Aims for 2026–27

Aim 1 - Investigate moving to charitable status

Investigate the benefits, implications and practical requirements of charitable status. Potential benefits include access to additional grant funding, Gift Aid, possible VAT advantages and reduced-cost software, alongside a clearer and more robust governance structure. More will be shared on this in the coming months – if anyone has experience in this area and would like to be involved in this initiative, please let me know.

Aim 2 - Continue to strengthen financial processes

Continue reviewing and documenting the region's financial processes, controls and reporting. With the Treasurer now a member of the Governance & Finance Group, it's a good time to improve our documentation and review processes

Aim 3 - Maintain Tier 1 governance standards

Continue reviewing the region's policies, procedures and supporting documentation against England Netball's Tier 1 governance requirements, ensuring documents remain current, responsibilities are clear and compliance is maintained.

Celebrating Our Volunteers

Whilst every member of the G&F group plays a valuable part, Liz Alsopp has supported East Midlands Netball over many years and in a number of roles, most recently as Treasurer. Her knowledge of the region is unrivalled - what Liz does not know about East Midlands Netball, nobody does! (Well maybe with the exception of Sue Connor and Carol Spencer!). While we are delighted to welcome Rachael Smith as Treasurer, Liz leaves very big shoes to fill. Her contribution has been enormously valued, and she will be greatly missed by everyone involved in netball across the region. Thank you, Liz, for your contribution to our Region, and the support you have provided to myself as Chair of G&F.

EAST MIDLANDS NETBALL
INCOME AND EXPENDITURE STATEMENT FOR THE PERIOD: (17 months) 1st April 2025 to 31 July 2026

	Note	2025-26 This FY £	2024-25 Last FY £
Bank Balances at 31 March			
Current Account		879.50	958.46
Savings Account		59,251.12	55,500.00
Plus Uncleared deposits			
Less Income re 2026-27		-10,385.00	-1,230.58
Add Income received after 31st July 2026		2,275.00	
		52,020.62	55,227.88
Less expenditure paid after 31st July 2026		2,777.90	4,079.38
Total		49,242.72	51,148.50

INCOME

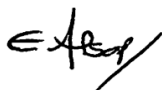
		£	£
Membership fees		22,051.20	18,599.43
Governance/Other	1	985.12	1,022.00
Competition	2	55,391.80	37,619.60
Officiating	3	1,300.00	695.00
Coaching and Performance	4	0.00	0.00
EN One Awards (July 2025 and July 2026)		1,800.00	1,504.00
Bank Interest		1,178.13	1,135.26
TOTAL INCOME		82,706.25	60,575.29

EXPENDITURE

Governance/Other	1	10,192.26	12,425.53
Competition	2	48,973.37	39,644.85
Officiating	3	2,780.94	779.95
Bursary payments (2025-26, includes £4,000 Performance grants to Counties)		8,159.50	1,301.15
Coaching and Performance	4	0.00	0.00
EN One Awards		14,505.96	10,103.00
TOTAL EXPENDITURE		84,612.03	64,254.48
SURPLUS/(DEFICIT) FOR THIS PERIOD		(1,905.78)	(3,679.19)
Balance brought forward		51,148.50	54,827.69
Balance carried down		49,242.72	51,148.50

Prepared by Liz Alsop (ACA/ACMA)
13th September 2026

I confirm that these are a true account of the income and expenditure for the period ending 31st July 2026





Resolution Proposal Form for AGM

Name of Individual or Group Proposing Resolution

Sarah Hollidge, Governance & Finance Group

Please submit a separate form for each Resolution and return to: Regional Office at East Midlands Netball via email to: eastmidlands@englandnetball.co.uk

Original Ref.	Original constitution entry	Proposed constitution entry
1.1	The association shall be called England Netball East Midlands Region otherwise known as and referred to as Regional Association or East Midlands Netball	The association shall be called East Midlands Regional Netball Association (The Regional Association) and shall operate under the name East Midlands Netball.
1.2	The Regional Association will use the current England Netball logo as approved by England Netball (meaning the Board of Directors at England Netball), until such time as this is deemed necessary to comply with any change to the England Netball logo.	The Regional Association will use the current England Netball logo as approved by England Netball until such time as this is deemed necessary to comply with any change to the England Netball logo.
3.2	<i>To establish Netball in the East Midlands Region as a top performing sport in all disciplines with a financially sustainable governing body that promotes "Netball for Life"</i>	<i>To establish Netball in the East Midlands Region as a top performing sport in all disciplines with a financially sustainable governing body that promotes "Netball for Life"</i>

	<i>and develops more world class athletes, coaches, officials and volunteers</i>	<i>and continues to develop world class athletes, coaches, officials and volunteers</i>
4.1.4	inline	In line
4.19	Drive an inclusive culture by informing and challenging ourselves, our partners and leaders at all levels of our sport to cultivate a sense of belonging for all who join us (new paragraph Taken from Ens recommended constitution)	REMOVE (new paragraph Taken from Ens recommended constitution)
5.1	The Counties in the Regional Association's geographic boundaries are (hereinafter referred to as "Counties"): • Derbyshire Netball Association • Leicestershire Netball Association • Lincolnshire Netball Association • Northamptonshire Netball Association • Nottinghamshire Netball Association	The Counties in the Regional Association's geographic boundaries are Derbyshire, Leicestershire, Lincolnshire, Northamptonshire and Nottinghamshire
5.2.1	Voting Members: • Each County Netball Association situated within the regional boundaries • Clubs whose Primary County is situated with the regional boundaries and • Secondary/Middle Schools situated within the regional boundaries	Remove members of the Management board and TSG Chairs

	- Members of the Regional Management Board - TSG Chairs	
5.2.2	- Any person who plays, coaches, umpires, officiates, or organises- netball or is in any way connected with the game of netball within the Regional boundaries - Universities situated within the Regional boundaries - Colleges situated within the Regional boundaries and - Primary Schools situated with the Regional boundaries	ADD - Honorary Life members of England Netball - Honorary Life members of East Midlands Netball - Members of the Regional Management Board - TSG Chairs
5.2.3	All paid persons (who are not Members of the Regional Association) must acknowledge and adhere to the East Midlands Regional Association Constitution and incorporated policies and processes whilst engaged in activities under the jurisdiction of the Regional Association and thus are subject to all the constraints and privileges associated with it	Remove 'paid'
Add new 5.2.5		ADD No one may represent more than one member. Membership is not transferrable.
5.2.4	The Regional Association may refuse membership only for good and sufficient cause, such as, but not limited to, a	The Regional Association may refuse membership only for good and sufficient cause, such as, but not limited to, a

	conduct or character likely to bring the Regional Association or sport into disrepute.	conduct or character likely to bring the Regional Association or the sport into disrepute
6.1	The Regional Association's management structure is comprised of a Regional Management Board.	The Regional Association's management structure is comprised of a Regional Management Board and its appointed groups (see 6.3)
6.2	The Regional Management Board has the authority to establish and determine terms of reference, set roles and responsibilities and create or dissolve various groups, forums and Technical Support Groups (hereinafter referred to as TSGs) at its sole discretion to assist with the management and operation of the Regional Association	The Regional Management Board has the authority to establish and determine terms of reference, set roles and responsibilities and create or dissolve various Working Groups, Forums and Technical Support Groups (TSGs) at its sole discretion to assist with the management and operation of the Regional Association.
6.3	At the date of this Constitution the groups, forums and TSGs are comprised of: • Regional Operating Group (hereinafter referred to as ROG) • Competition TSG • Coaching TSG • Officiating TSG • Volunteer & Club Development TSG • County Chairs' Forum • Governance and Finance Group (G&F) • Youth Action Group	At the date of this Constitution the Working Groups, Forums and TSGs are comprised of: a. Regional Operating Group (ROG) b. Competition TSG c. Coaching TSG d. Officiating TSG e. Volunteer & Club Development TSG f. County Chairs' Forum g. Governance & Finance Group (G&F) h. Youth Action Group
7	REGIONAL MANAGEMENT BOARD	ROLE OF THE REGIONAL MANAGEMENT BOARD

7.2.2	The Regional Management Board will provide direction, support and guidance to regional and sub-regional sporting partnerships to ensure that the overall policies and strategies for the development of the game are communicated consistently and effectively to regional partners and that any additional funding opportunities within the region are identified and secured and used in line with England Netball and regional priorities.	REPLACE with Implement an organised approach to successful planning to the RMB and each TSG and Working Group through its 3 Year Plan to ensure an appropriate level of stability and continuity of the region
7.2.7	Three months after the passing of an appropriate resolution by the East Midlands Regional Management Board	Three months after the passing of an appropriate resolution by the Regional Management Board
		ADD 8. COMPOSITION OF THE REGIONAL MANAGEMENT BOARD
7.3.1	3 Appointed Member 3 Elected Member	Appointed Members x 3 Elected Members x 3
7.3.1.2	England Netball membership for Appointed members of the Board with will paid by the r regional Association for the first year of office	England Netball membership for Appointed members of the Board with will be paid by the r Regional Association for the first year of office
7.3.3	In the event of a tie in votes cast on any item of business the Chair shall have a further casting vote	In the event of a tie in votes cast on any item of business, the Chair of the meeting shall have a further casting vote
7.3.7	Four Members of the Regional Management Board, who are entitled to vote, must be present to form a quorum for Regional Management Board Meetings	Five Members of the Regional Management Board, who are entitled to vote, must be present to form a quorum for Regional Management Board Meetings

7.3.9	Ideal term of office is nine consecutive years from 2021 AGM, however, the Board acknowledges the need to balance this with maintaining a pool of experienced volunteers	Ideal term of office is nine consecutive years from 2021 AGM. However, the Board acknowledges the need to balance this with maintaining a pool of experienced volunteers.
7.4.1	The responsibilities of all the roles within the Management Board (including the leads of the sub committees / TSG) can be found in Roles & Responsibilities	The responsibilities of all the roles within the Regional Management Board structure can be found in Roles & Responsibilities (add website link)
9.1.1	The Annual General Meeting shall be held annually	The Annual General Meeting shall be held annually. The format may be in person, virtual. or hybrid
9.1.4	There must be 6 members present who are entitled to vote to form a quorum.	Change 6 to 7 members present
9.1.5	Business to be transacted at the Annual General Meeting shall be:	Business to be transacted at the Annual General Meeting shall be: ADD e. To approve the minutes of the previous AGM f. To consider proposed changes to the constitution
9.2.3	There must be 6 Members present who are entitled to vote to form a quorum	Change 6 to 7 members present
9.3.2	The following shall be entitled to attend and speak at a General Meeting (AGM or EGM) but shall not be entitled to vote: a) England Netball Honorary Life Members of the East Midlands Region b) Each member School within the East Midlands Region	The following shall be entitled to attend and speak at a General Meeting (AGM or EGM) but shall not be entitled to vote: a. Honorary Life Members of England Netball who are members of the East Midlands Region b. Each member School within the East Midlands Region c. England Netball personnel d. Directors of England Netball e. Any registered Member through the East Midlands Region

	b) England Netball personnel c) Directors of England Netball d) Any registered Member through the East Midlands Region	f. Honorary Life Members of the East Midlands
10.1		The financial year shall end 31 st July
10.5		ADD The Regional Management Board shall ensure that accounting records are retained for six years
8	Honorary Life Members of England Netball resident in the region shall be eligible to attend all General Meetings of the East Midlands Region in a non-voting capacity and receive such rights and privileges as determined by the Regional Management Board.	Move to new section 10 The annual general meeting
11.1	Proposals to alter the Constitution shall be submitted in writing to the Regional Office not later than 28 days before the Annual General Meeting by a member of the Regional Management Board seconded by another member of the Regional Management Board.	REMOVE
11.2	No alteration or addition to the Constitution shall be made except by special resolution passed at a General Meeting (AGM or EGM) with not less than two-thirds of the votes cast being in favour	Move to new section 9 The Annual General Meeting
12.1 – 24.1	POLICIES	Re-list adding EN links

Proposed by (Print Name)	Sarah Hollidge	Member Number	3011889	Date	20/08/2026
Seconded by (Print Name)	Carol Spencer	Member Number	49331	Date	20/08/2026



East Midlands Regional Management Board Elected Member – Application Form

Please print clearly in blue or black ink/ electronically complete and return, along with the nomination form, to the Regional Office
(eastmidlands@englandnetball.co.uk)

Name of Nominee:	Sarah Hollidge
In support of a nomination for the position of Vice Chair.	
We aim to appoint Board Members who collectively have the skills, abilities and experience appropriate to the needs of the Regional Management Board. We do not expect members to have all the individual skills and experience. Each member will bring their own qualities – tell us about yours. Please attach separate sheet if insufficient space available; please ensure that you have clearly indicated which section the attachment relates to.	
<i>Business Skills and Experience: performance monitoring; financial monitoring; risk management; strategic thinking; legal compliance...</i> I bring more than 25 years of senior business experience in strategy, operational leadership, performance improvement, financial management, risk and large-scale transformation. At PepsiCo I worked across complex global organisations, including leading a three-year operational excellence strategy across more than 200 sites and 50,000 employees. As Coventry Site Lead I was accountable for a budget of approximately £120 million, annual productivity delivery and the balance between short-term performance and longer-term investment. As Chair of East Midlands Netball's Governance & Finance Group since 2024, I have strengthened financial oversight through a ten-year review of the accounts, realignment of the financial year, improved TSG budget monitoring and support for the transition to a new Treasurer. I have also led work on Governance 360, Tier 1 requirements, the regional Constitution and grant governance. This combination equips me to support the Chair across the Board's wider strategic and governance agenda.	
<i>Interpersonal Skills and Experience: leadership; relationship and people management; influencing and networking; communication...</i> My leadership style is collaborative, inclusive and appropriately challenging. I have led teams and influenced senior stakeholders across different functions, countries and cultures, often where I had to build alignment without direct authority. I am a qualified executive coach and now lead a Vistage CEO peer advisory group, helping leaders create clarity, consider different perspectives and turn discussion into action. I listen carefully, communicate clearly and am prepared to ask difficult questions with evidence, empathy and respect. I am also comfortable chairing meetings, drawing out quieter voices, managing disagreement impartially and ensuring decisions and actions are clear. I have an established, trusted working relationship with the current Chair, and this application is being made with their support and alignment. I would bring complementary capacity: supporting the Chair, taking ownership of agreed priorities and stepping in confidently when required.	
<i>Knowledge and understanding of sporting competition and development pathways...</i> Through more than ten years of regional and county netball governance, I have developed a sound understanding of how sporting competition and development pathways connect. Sustainable sport needs strong entry points into participation, well-run clubs and competitions, clear progression routes, and investment in the players, coaches, officials and volunteers who make those routes possible. I understand the need to balance participation and performance, while ensuring pathways are accessible, inclusive, financially responsible and supported by appropriate welfare and safeguarding arrangements.	

Knowledge, understanding and experience of Netball competition and development pathways, performance strategies, programmes and activities...

My experience is primarily at strategic and governance level rather than as a technical pathway lead. As an East Midlands Regional Management Board member since 2014, and previously through Derbyshire Netball, I have contributed to oversight and decisions affecting regional competition, performance, participation and workforce development. This has given me an understanding of the interdependence between county and regional competition, performance pathways, coaching, officiating and volunteer capacity. I am accustomed to listening to the technical expertise of the relevant groups and staff, then helping the Board test alignment, risks, resources, outcomes and regional impact. As Vice Chair I would continue to ensure that specialist voices inform clear, joined-up Board decisions.

Please list any prior experience of serving as a board member for a non-profit organisation...

- East Midlands Regional Management Board - Board Member, 2014 to present; Chair of the Governance & Finance Group, 2024 to present.
- Derbyshire Netball - former Chair, 10 years
- University Hospitals of Derby and Burton Charity - Trustee.

Across these roles I have contributed to strategy, governance, finance, risk, organisational change and stakeholder engagement.

Understanding of equality and ethical issues in sport, including Duty of Care, Safeguarding...

I understand that equality, inclusion, integrity, duty of care and safeguarding are core Board responsibilities, not matters to be left only to specialist leads. Board decisions should be fair, transparent, evidence-based and consistent with agreed policies, with clear routes for reporting and escalation where concerns arise. In my corporate career I championed diversity, mentored female colleagues, supported the Strategies for Success programme and worked to improve diversity within a front-line operational workforce. In East Midlands Netball I have helped maintain governance policies, declarations of interest and accountability processes. As Vice Chair I would help create a culture in which people feel able to speak up, safeguarding concerns are treated seriously, conflicts of interest are managed openly and the impact of decisions on different groups is actively considered.

Understanding and experience of voluntary sports organisations and the relationship between voluntary and paid staff...

I have been a volunteer within netball governance for more than a decade and understand both the value and the practical realities of volunteer-led sport. Effective regional leadership depends on a genuine partnership between volunteers, who bring community knowledge, independent challenge and strategic oversight, and paid staff, who bring professional expertise, continuity and operational delivery. The relationship works best when roles, decision rights and expectations are clear; information is shared early; challenge is respectful; and agreed actions are followed through. I recognise the importance of not placing unreasonable demands on volunteers or allowing Board members to drift into operational management. My experience of leading through influence, delegating clearly and working with the Regional Manager, England Netball colleagues, TSGs and county representatives would help me support that balance.

A passion for the development of sport...

My sustained commitment to netball at county and regional level reflects a genuine passion for the development of sport and the positive effect it can have on confidence, wellbeing, connection and opportunity. I want people to be able to find a place in the game - whether as a player, coach, official, volunteer or supporter - and to have the chance to develop for as long and as far as they wish. I am particularly motivated by helping create the strong leadership, governance and environment that allow others to deliver an excellent experience on court and beyond it. Whilst netball is expanding beyond just being a female only sport, I am passionate about creating an environment which enables females to thrive.

Knowledge, understanding and experience of England Netball's vision and strategic plan, systems and structures and their wider national and regional policies and opportunities for the development of the sport....

I have worked closely with England Netball and regional colleagues throughout my time on the RMB and understand the relationship between national direction, regional priorities and local delivery. I support England Netball's focus on widening participation, creating inclusive and welcoming experiences, developing people across the game and enabling both participation and performance to thrive. My recent work has included maintaining the region's Tier 1 governance standards and leading East Midlands as the only region piloting Governance 360 on behalf of England Netball. This required us to translate national

governance expectations into a practical regional system for documents, declarations of interest and action tracking, while providing constructive feedback to help shape wider use. As Vice Chair I would help the Board keep national and regional priorities connected, while remaining responsive to the needs and opportunities across the East Midlands.

Knowledge of East Midlands Regional Management structure...

I have detailed, practical knowledge of the East Midlands Regional Management structure from serving on the RMB since 2014. I understand the respective roles of the Chair, Vice Chair, elected Board members, Regional Manager and paid team, Governance & Finance Group, technical and operational groups, counties, clubs and England Netball. I also understand how reports, budgets, policies, risks and delivery issues should flow through the structure so that decisions are made at the right level and responsibilities remain clear. Recent work reviewing the Constitution, hardship grant arrangements, financial processes and Tier 1 governance has further deepened that knowledge. I understand the Vice Chair's specific role to support the Chair in coordinating RMB affairs, undertake agreed work, attend RMB meetings and chair meetings in the Chair's absence.

Criminal convictions.....

Have you ever been convicted of any criminal offence?

No

DECLARATION

I declare to the best of my knowledge and belief, all particulars I have given are complete, true and accurate. I understand that any false declaration, information, omission, or misleading statement may lead to my being prevented from acting as a volunteer for EMRMB now or in the future.

Signed:

Sarah Hollidge

Date: 08/09/2026

Print Name: Sarah Hollidge