

Sydenham Lawn Tennis and Croquet Club Limited

DIRECTORS' REPORT
FOR THE YEAR ENDED 31ST MARCH 2024

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Company information

Registered office: Lawrie Park Road
Sydenham
London
SE26 6ET

Company number: 1280576 (England and Wales)

Chair's Report 2024

The directors look forward to seeing as many of you as possible at the Annual General Meeting on 7th November 2024. This is an opportunity for you to meet the directors, the Club Manager and other Club members and to ask questions and put forward any views you have about the Club. There will be a complimentary drink on arrival with nibbles and plenty of time to chat in the bar afterwards.

The business to be conducted will include the presentation of the Club's accounts, the re-election of three directors and the re-election of members of the bar committee. Volunteer awards may be presented and there will be an update on Club developments.

We do hope that you will attend but, if you are unable to do so, we will have an online proxy form so that you can still participate.

The report below contains details about developments and other updates since the last AGM and I would invite you to read this report before the meeting.

Financial

At the end of the financial year 2023/2024 the Club was in a very healthy financial position with an operating surplus for the year and substantial cash reserves available for further investment.

The income from tennis membership fees has increased, despite the Club placing a limit on the number of tennis members to ensure that current members ability to book courts is not unduly restricted.

The income from the squash section has increased due to an increase in membership numbers and two 3-year memberships taken up (this membership was offered last year to assist with the major capital expenditure on the squash courts in 2023).

Together with the income from the coaching programme and lettings, the Club's total income before expenditure amounted to £276,905. This includes £60,422 income from non-members – being income from the coaching programme and from lettings. The total income before expenditure is higher than last year and any previous year in the Club's history.

This positive financial position has enabled the Club to make further investment in the facilities during the year. After all expenditure, and an allowance for depreciation, the accounts for the last financial year still show a surplus of income over expenditure of just over £33,000.

In 2023/2024 the Club spent a substantial amount on work on the squash court building which has been paid from capital reserves. This still leaves us with sufficient reserves for the new tennis court and refurbishment of existing courts, as required. We are also planning for the future with a proposed redevelopment of the squash court building to include a new bar/social area and changing facilities.

The Club launched a new racket string service that is done in-house by the Club Manager Dez Lewington. It has proven very popular and has already covered the investment cost of the stringing equipment.

The cost of utility bills is an ongoing issue, particularly in relation to electricity. The conversion to LED floodlights has helped reduce unit costs, but members still need to ensure lights are switched off when not in use.

Grounds & Premises

There have been significant facility developments and improvements during 2023/2024.

The tarmac courts and practice wall were treated for moss/weeds in March 2024 and were pressure cleaned on 3 April. Whilst on site the contractors were able to clean the walkway between the clubhouse and courts 1 and 2 as well, at no extra cost.

The clay courts annual maintenance was completed on 15 May. The work included decompaction of the surfaces, cleaning of the clay, topping up with a tonne of infill, and releveling the surfaces of across all five courts.

Bartlett Tree Experts conducted a survey of the grounds in early 2024 and recommended that one tree should be removed as it was dead and could pose a danger of falling. This tree was under a Tree Protection Order and Bartlett's undertook the liaison with the Council. The tree was removed along with the annual hedge trimming on 17/18 June 2024.

New tennis court benches were sited on courts 3 and 4, and the existing plastic benches moved to courts 1 and 2. This means that all the clay courts now have new metal benches.

As part of the review of insurance last year we were required to commission an Electrical Installation Condition Report for the safety of electrical services on site. As a result, in April, we undertook a renovation of the electrics in the clubhouse. This work included installing new fuseboards and, at the same time, updating the floodlighting controls and putting in new lighting in the hall.

Paul Oakes and Ian Moody continue to provide grounds and maintenance support and Michelle Armstrong cleaning services, as contractors.

Tennis Court 8

The Club is still going ahead with the plan to build a new tennis court on the old croquet lawn. To enable this plan to proceed, the Club submitted an application for a Lawful Development Certificate to Bromley Council prior to the 2023 AGM. Unfortunately, there have been significant delays by the Council in processing this application. The Club has provided all the information requested by the Council and is hopeful that the Lawful Development Certificate will be issued before the 2024 AGM.

The Club chose the Lawful Development route to avoid having to proceed with the longer and more complicated application for planning permission but this application has taken far longer than expected.

Last year I reported that the surface of the new court would be tarmac, largely because there are many trees in this area of the grounds and it is easier to maintain a hard court than clay.

Although the cost of installing an artificial clay court and the costs of maintenance are higher than for a tarmac court, the Board is of the view that the Club has sufficient funds to meet this additional expenditure. An additional artificial clay court would get more use than another tarmac court and would be playable all year. However, to ensure that all possibilities are covered, the Board is currently looking into a further option of astroturf. A final decision will be made once the Certificate for Lawful Development is granted.

Although the plan had been to add pickleball court lines to the new court 8, these lines can only be added to hard courts. Also, pickleball is more noisy than tennis and therefore the board consider that it is better to locate it further from residential properties to limit any possible disturbance. The plan now is for the lines to be added to courts 1 and 2.

Initially, we are not applying for floodlighting for Court 8, which would require planning permission and may well not be granted due to the height of the pylons. However, the Club is investigating Tweener lighting, which runs along court fencing and could potentially be used in the future.

Once court 8 is constructed, the Club will be able to take on more members and the additional fees will assist in increasing the Club's funds for future developments.

Squash Court Building

Last year I reported that a lot of work had been carried out during 2023 to stabilise and upgrade the squash building, due to longstanding structural issues.

In April 2023, the Club instructed a specialist company to inject a geopolymer foam under the building in order to support the foundations. Another specialist was then instructed to instal helibars, which are stainless steel reinforcing rods, into the external south and west walls, as well as the along the crack in the internal wall of court 2. Further, to bind the double walls together, special cable ties were used. This combined approach should limit seasonal movement of the building.

The next stage was to bring the squash courts themselves up to a good standard. The ceiling in court 2 was repaired and secured in June 2023, and in October 2023 the floors in both courts were replaced and the walls replastered. The total cost of this work amounted to just over £93,000.

The good news is that, having invested heavily in the building, it appears that the stabilising work is paying off as, so far, there has not been any noticeable movement in the building. If there is any ground movement in the future, whether due to a dry summer or otherwise, the structural work that has been carried out should hold the walls together and prevent further cracking.

The current squash members have been very pleased with the improvements to the courts. The Club has also found it much easier to attract new squash members with 11 joining since the improvements were carried out. There has been a steady increase in squash memberships since the Covid pandemic – as at end of July 2024 combined All Sport/squash membership stood at 108, There is also plenty of capacity on the squash courts to increase membership further.

Plans for new Clubhouse

At the last AGM I explained why the Board had reached the decision not to proceed with a new clubhouse development at the top of the site; a project that has been discussed for several years.

The pre-planning advice from Bromley Council received during 2023 was not favourable to the Club's proposal to build a new clubhouse with squash courts. This led to the Board reviewing the position regarding the stability of the current squash court building and ultimately deciding to proceed with stabilising the building and upgrading the squash courts, as mentioned above. Due to the expense of the work on the squash courts and the potential cost of a new clubhouse at the top of the site, the Board had no option other than to put the plans for a new clubhouse on hold.

At the 2023 AGM the directors introduced an idea for a less expensive project that could potentially provide significant benefits to the Club. Having upgraded the squash court building, the Board has been considering the possibility of converting the changing rooms and workshop areas of the squash building into a bar/ café area with glass doors looking over the surrounding courts. The plan would also include a patio area overlooking courts 6 and 7.

Under this plan, we would have universal toilets with handbasins and individual shower/changing cubicles for use for by both men and women, plus more lockers for those simply needing to store clothes/bags temporarily. In addition, there would be a smaller workroom area for storage and for the utility supplies and boiler.

The conversion of part of the squash court building to a bar/café area in the centre of the site would potentially be a great facility for the Club. Members would be able to relax and have a drink whilst watching play and we anticipate the bar/café area would also be appreciated by parents of children on the coaching programme.

A preliminary plan was drawn up last year and earlier this year a surveyor was instructed to advise on the viability of the project. The surveyor advised that the foundations of the squash building would not be strong enough to cope with an upper floor in the future, which was an option we were considering. We decided that it was still worth proceeding with the project on the ground floor only.

The Board has now approved an operational specification for the project and we have been consulting with Club member Mark Barnard who is an architect, regarding the next steps. We have also been consulting with members via the recent Club survey.

Club Membership

Total Club membership in April 2024 was similar to last year with 655 total members. At the date of this report the total playing members in each category stand at 30 for All Sport, 329 for tennis, 78 squash, and 207 juniors.

We have continued to see a lot of interest in tennis membership and are still running a waiting list which has about 70 on it at present. We have had to restrict numbers to ensure fair access to courts for existing members. However, when the new tennis court is completed, we will be able to open up to more members at that stage.

Squash/racketball membership has also been increasing, as mentioned above. Not only have the improvements to the squash building helped to attract more members, but the Club has also gained members as a result of other squash facilities in the area closing down.

Member's Handbook

Club members are also reminded about the Members' Handbook which was completed last year and has been updated with new information in 2024. This handbook contains a lot of useful information about the Club, the playing facilities, specific information for all playing sections of the Club including Club Play times and other relevant information.

The Handbook can be found in the Members' Area of the website and a hard copy is in the Clubhouse foyer.

Tennis section

The tennis section was very active during the year with members continuing to participate in Club Play, ladders, coaching, Club competitions, inter-club leagues and other activities.

The Rungs ladder format has proved to be popular and we currently have 116 registered players in the Mixed Singles and 13 in the Off -Peak Singles. We have introduced a new Women's only ladder with 13 players currently and recently relaunched the Doubles ladder format.

The ladders can only be viewed by participants but there is no limit on who can join, so if any member, who has not joined the ladder yet, wishes to join, or rejoin, please contact Dez and give it a try. Joining the ladder is an opportunity to find members of a similar standard to practice with, as well as to play matches.

The Annual Club tournament had 140 entries in 2024, playing across 12 events, including another record 78 in the Men's Singles.

Around 52 members have participated in team squads over 2023/2024. In the Winter 2023-24 season our Mixed team won Kent Division 3 and Ladies' 2 were runners-up in North Kent Division 3. This Summer season our Men's 1 team won Kent Division 3. We continue to have three ladies', four men's and one mixed team in the Kent and North Kent leagues both for winter and summer. We also had a midweek Men's veterans' team in the Kent leagues in the summer, for which you needed to be 60 and over. This winter we are entering a Mixed team in the North Kent leagues for which you need to be 45 and over for men and 40 and over for women.

If you are interested in playing for any team, please contact Dez or Katharine Beaudry who will let you have more information. I would like to take this opportunity, on behalf of all team members, to thank Katharine for all her hard work as Fixtures Secretary and for organising and managing all the team fixtures so efficiently.

The Club Play sessions on Tuesday, Wednesday, Thursday and Sunday continue to be well attended and provide the opportunity for all standards to join in sessions of social tennis. The Tuesday morning session is open to all levels of play and continues to be popular. Please remember that each member is allocated to a Club Play group, either Wednesday evening/Sunday afternoon or Thursday evening/Sunday morning. Members should not be attending more than two

of these sessions and not mix and match, e.g. if you are attending Sunday morning, you should not be coming on Wednesday evening. This is to ensure all members have fair access to Club Play and sessions do not get oversubscribed. If you are not sure which of the other sessions you should attend, please contact Dez.

The tennis committee meets five or six times a year to consider all issues relating to the tennis section. If you are interested in joining the committee, please contact either Katharine Beaudry who is the Chair of the committee, Club Manager Dez Lewington, or any other member of the committee. (See Key Roles list attached for details of other committee members).

Squash & Racketball section

The Club provided a Rungs ladder for squash for most of 2023/24 but, by popular demand, this has been replaced by box leagues from February 2024, with 24 players active currently. The Club also operates racketball box leagues – 12 participating. The squash league is run by Jake Przybysz and the racketball by Simon Taylor. Please contact the Club Manager Dez Lewington if you want to join one of the leagues.

Squash Club Night operates on Wednesday evenings and has proved very popular.

The section continues to run an annual squash tournament, with the finals held on Club Finals Day. There is also an annual racketball tournament with finals held in December each year.

Our squash coach, James Brownsdon offers individual and group coaching, and also runs taster courses for beginners twice a year – which has given rise to some new members. We run taster sessions for potential new squash/racketball members from time to time and, if any tennis members or friends or family are interested in joining one of these sessions, please contact Dez or a member of the squash committee and a session can be arranged.

The squash committee meets quarterly to discuss squash and racketball matters, including organising the Club tournaments. The committee would welcome more members. If you are interested in joining the committee, please contact either Simon Taylor, Chair of the committee, Club Manager Dez Lewington, or any other member of the committee. (See Key Roles list attached for details of other committee members).

Pickleball

The Club continues to run regular Pickleball courses and pay and play sessions on Monday afternoon. There are usually between 4-8 attending the pay and play sessions and members can attend free of charge.

Some members are trying to set up more pickleball doubles play at other times so, if you are interested, please contact Dez Lewington who will put you in touch with the members concerned.

As mentioned earlier in this report, the Club plans to mark out permanent lines for four pickleball courts on courts 1 and 2 when the new court 8 is in place.

Activities Programme

The coaching programme for both adults and juniors has continued to thrive with regular coaching lessons throughout the week.

The Club now has two permanent full- and two part-time coaches. Head Coach Toby Yates (Level 4) took a four-month sabbatical earlier this year, but is now back leading the Coaching team. Holly Richards (Level 3) joined us in March 2024 and assists with the coaching for both adults and children – Holly is also involved with Kent Adult & Junior teams.

Toby and Holly are supported by Cristiano Da Cruz (Level 2) and Assistant Coach Lois Cox (Level 1). Our other team member Mike Dewar left in August to move to Poland.

The adult group coaching programme has 52 players attending across eight groups, plus many others attending pay-as-you-play community drop-in classes, with seven sessions per week.

There are currently 185 children in the junior coaching membership scheme, receiving a minimum of 36 lessons per year as part of their membership. School holiday camps also remain very popular; the recent summer camp had 377 children attending over the five weeks. Fun Friday after school club continues term-time for 3-14 year olds, with 25-30 attending each week.

Bar/Reception and Events

Bar opening times are currently 7.00-10.00pm from Monday to Thursday, plus Friday for events and when the Club Manager is on site. Club Manager Dez Lewington also opens the bar most weekends until 3.00pm on both Saturday and Sunday.

Two bar/reception staff, Abbie and Liam, are employed to run the bar and also act as Duty Managers.

A major improvement to the bar this year has been the introduction of draft beer. Following the popularity of some beer tasting evenings, with beer supplied by BR3WERY in Beckenham, the Club decided to invest in a draft beer dispenser.

Another development this year has been the pop-up pizza tent from Tanio Pizza on a Friday night, on approximately a monthly basis. The pizzas from Tanio have been very popular with many members having a pizza after a game of tennis or squash, or simply with a drink at the bar. Unfortunately, this has been discontinued as Tanio has taken up a fixed location and cannot offer pop-ups for now, but we have a couple of other contacts which are being pursued.

There have been several social events at the Club since the last AGM. These have included, Halloween, New Year and Wimbledon quizzes run by Club quizmaster Jeff Richards, a Christmas Party, a Family Fun Day with games for children, a Summer BBQ and several American Doubles Tournaments.

This year also saw the return of a St Patrick's Day event with a new band. Two Club members, David Burrow and Jerome Mazandarani, were part of the quartet. The band performed a range of popular music and got the Club dancing! We understand that the band aims to extend its repertoire and we look forward to their return.

The bar committee is been instrumental in planning the events programme and other bar developments. We are very short of members on this committee and the Club would really appreciate interest from any member who can give a bit of time to the Club by joining. This would include attending four meetings a year and helping to plan and run some events at the Club. If you are interested in joining the committee, please contact either Keith McMillan, Chair of the committee, Club Manager Dez Lewington, or any other member of the committee. (See Key Roles list attached for details of other committee members).

Facilities Hire

Witty Kiddies continue to provide a full nursery service, with baby care and early drop off/late collection. They operate from 8.00am – 6.00pm every weekday, including during the school holidays. This is a great community service as well as a significant source of income.

Rivers of Jordan Ministries continue to use the hall for church services on Sunday, and a new Pilates instructor has started teaching on Saturday morning.

Sustainability

The Club is taking various steps to save energy, reduce waste and pollution, protect wildlife and generally act sustainably and reduce its impact on the environment. For example, the Club recycles most of the used tennis balls at the Club has taken steps to avoid water and electricity wastage.

At the 2023 AGM several people asked questions and expressed an interest in becoming more involved with a project to assist the Club moving forward with environmentally sustainable plans for the future.

Following the AGM the Club reviewed the LTA Sustainability Plan and guidance and then held a meeting for members who might be interested in taking this project forward. The Club was hoping that some members would come forward and volunteer to take an active role in this project. Unfortunately, the meeting was very poorly attended and whilst the Club has drawn up a plan following this meeting, which is available in the Members' area of the website, we really need more input from interested volunteers to take this project further.

If anyone is interested in playing a part in making plans to take the sustainability project further, including considering the guidance and templates produced by the LTA, please contact Dez or any member of the Board.

Appointment of Directors

The Articles of Association were changed in 2022 to provide that all directors should be elected for a three-year fixed term. This replaced the previous rule that a third of the directors should resign each year and be re-elected by rotation.

Three of the directors, Gillian Bartlett, Raymond Franklin and Victoria (Vikki) Courtney were re-elected by rotation in 2021 and therefore their terms will expire at the AGM in 2024. They are all standing for re-election at the AGM. Gillian is the Chair of the Board, the Company Secretary and

has been a director since 2014, Ray is the Financial Director and has been on the Board since 2005 and Vikki is the Membership & Marketing Director and has been a director since 2017.

The other directors are Katharine Beaudry -Tennis Director, Keith McMillan - Bar Director, Simon Taylor - Club Secretary and Squash Director and Victoria (Vikki) Chambers - Premises Director. The three-year terms of Katharine, Keith and Simon will expire in 2025 and Vikki's three-year term will expire in 2026.

If anyone is interested in becoming a director and joining the board, please speak to one of the directors or to Dez. We do have a potential vacancy for an Events Director but the Club welcomes anyone with relevant expertise in other areas that could assist the Club going forward.

Volunteer Recognition Award/ Special Recognition Award

At the AGM last year, the Club awarded the first awards under the new volunteer recognition scheme that the Club introduced at the AGM in 2022.

The Volunteer Recognition Award recognises both short and long term voluntary contributions to the Club and will be considered each year, subject to a suitable nominee being approved. The Special Recognition Award will be awarded for longer term service to the Club in either a paid or voluntary capacity. The SRA may not necessarily be a regular annual award.

Last year the first Special Recognition Award was awarded to Peter Lewis who is the Club's longest member, having joined the Club in 1976. Peter was a director of the Club from 1978 to 2018 and served three terms of five years as Chair of the Board. During his time as Chair, which was prior to a full-time Club Manager being appointed, he made significant contributions to the Club, dealing in particular with premises and court improvements, bar staff and contractors, the 2013 Business Plan, running the Board meetings and much more.

The first Volunteer Recognition Award was made to Chris Brooks. Chris is an honorary member who has been involved with the Club for many years, initially as an administrator for membership and accounts tasks and, since 2017, as a volunteer assisting with the accounting functions of the Club. Chris checks the bank statements every day, provides a working spreadsheet showing income and expenditure and reconciles this against the bank statements. His work is invaluable, acting as a check on the finances of the Club.

Once again, this year the Club has asked members to nominate members for these two awards and one or both awards will be presented at the AGM.

Volunteers

A list of the current key role holders is being circulated with the AGM papers. The Club is always looking for volunteers to help with the Club, whether on a long term, or a one-off basis.

There are two sports committees, for tennis and squash and a bar committee, as mentioned earlier in this report. These committees always welcome new members and the bar committee in particular is looking for new members with fresh ideas.

Further, if you would be interested in becoming a director and being more involved with the oversight of the management and promotion of the Club, please speak to, or email me, or one of the

other directors, or Dez Lewington, as mentioned above and we can provide you with some further information.

There are also many other volunteering opportunities and, if you would like to volunteer in any way at all please speak to, or email Dez, or any of the volunteers on the Key Roles List.

Safeguarding and Policies

In order to be registered as a venue with the LTA, it is necessary to meet certain safeguarding standards. The Club's Safeguarding Policy was updated this year and can be found on the Safeguarding link on the Club's website.

The Board also regularly updates its other policies and all these policies have been reviewed and updated by the Board in the last 12 months. These include Anti-Bullying policy, CCTV Policy, Compliments and Complaints Policy, Conflict of Interest Policy, Diversity and Inclusion Policy, Online Safety and Communication Policy, Photography and Filming Policy, Privacy Policy for Members and Non-Members, Privacy Policy for Role Holders, Safe Recruitment Policy, Security of dated Policy, Staff Contractor and Volunteer Policy and Use of Changing Rooms and Showering Policy.

The Club also has a Staff, Contractor and Volunteer Handbook which contains various policies relevant to those employed, contracted or volunteering for the Club and the Board is also in the process of reviewing and updating this document. The current version can be found in the Members' area of the Club's website.

Members are also referred to the Club's Bye-Laws and Disciplinary Policy which can also be found in the Members' area of the website.

Currently, the registered Welfare Officer of the Club is Gillian Bartlett. Dez Lewington and Keith McMillan, the other welfare officers, are waiting for updated DBS checks to be processed and will then be re-registered as welfare officers too. If anyone else would like to consider being a Deputy Welfare Officer then please contact Dez. You would need to obtain a DBS check through the LTA and undertake regular safeguarding training.

Change of Name

Members will be aware that the Club's logo and the Company name includes a reference to Croquet, even though the Croquet section left the Club in 2022. The Board is currently considering updating the branding of the Club. At the same time, this could also be an opportunity to consider changing the Club's trading name of Sydenham Tennis Club to recognise the fact that the Club also has facilities for playing squash and racketball and a significant number of playing members.

The Board is not considering changing the legal name of the Club. Other options for the trading name could include Sydenham Tennis and Squash Club, Sydenham Rackets Club or Sydenham Sports Club. We have also consulted with members on this issue via the recent survey and the results of the survey will be announced at or before the AGM.

Thank you

There are many people who are involved in keeping the Club running successfully. Firstly, thanks to Club Manager Dez Lewington who continues to manage all operations. Dez has now been the Club Manager since April 2016 and during his time at the Club there have been very many developments and improvements, too long to list here and the Club has moved on from a volunteer Club to one that is professionally run with a large, successful coaching programme.

Many thanks also go to the Club's coaching team, led by Toby Yates, for all their hard work. Also, thanks go to the grounds/maintenance contractors and bar/reception staff who have kept the Club running so smoothly.

Finally, thank you to the many volunteers who have given up their time to help the Club in so many ways.

Gillian Bartlett

Club Chair

gillian.bartlett@sltcc.co.uk

Date 27th September 2024

DIRECTORS' ATTENDANCE AT BOARD MEETINGS FROM 1.4.23 TO 31.3.24

Director	History	Summoned	Attended	% Ratio
Gillian Bartlett		5	5	100%
Katharine Beaudry		5	5	100%
Vikki Chambers		5	4	80%
Victoria Courtney		5	4	80%
Ray Franklin		5	4	80%
Keith McMillan		5	5	100%
Simon Taylor		5	5	100%

Sydenham Lawn Tennis and Croquet Club Limited
(limited by guarantee)

DIRECTORS' REPORT FOR THE YEAR ENDED 31ST MARCH 2024

The Directors hereby present their 48th report and financial statements for the year ended 31st March 2024.

PRINCIPAL ACTIVITY: The Company's principal activity is that of a sports club.

RESULTS: The results for the year are shown on pages 4-10 of the attached financial statements.

SHARE CAPITAL: The Company has no share capital and the liability of members is limited by guarantee.

BOARD OF DIRECTORS: The following served as directors of the Company since 1st April 2023 and currently hold office, unless otherwise indicated below:-

Gillian Bartlett
Katharine Beaudry
Vikki Chambers
Victoria Courtney

Raymond Franklin
Keith McMillan
Simon Taylor

Following the resolutions passed at the AGM held on 3 November 2022, each director is appointed for a term of three years, after which time each director may be re-elected.

Gillian Bartlett, Victoria Courtney and Raymond Franklin stood for re-election at the 2021 AGM so their three-year fixed term runs to this AGM; they now stand for re-election for a further three-year term which runs to the 2027 AGM. This requires an Ordinary Resolution with a simple majority of those present at the AGM;

Katharine Beaudry, Keith McMillan and Simon Taylor stood for re-election at the 2022 AGM and their three-year fixed term runs to the 2025 AGM;

Vikki Chambers was co-opted to the Board in February 2023 as Premises Director; the 2023 AGM approved Vikki as a director for a three-year term running to the 2026 AGM.

There are also other director posts available. If anyone would like to be considered for a director post, for which they would have to be elected by the members, please speak to one of the current Board members, or to Dez Lewington who will provide further information.

BAR COMMITTEE: In accordance with the relevant statutory requirements, each member of the Bar Committee (Vikki Chambers, Keith McMillan, and Simon Taylor) retires and each stand for re-election.

SMALL COMPANIES SPECIAL PROVISIONS: The report of the Directors has been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 applicable to companies subject to the small companies' regime.

The report was approved by the Board on 27th September 2024.

Gillian Bartlett, Chair