

ISC Meeting Tuesday October 31st 2023 at 16:30 hours, held at the London Stadium

Attendees

ISC Members - Don Adams (DA), Robina Ahmed (RA), Steve Applebee (SA), Cathy Bayford (CB), Paul Christmas (PC), Sara Page (SP), Andy Payne (AP), Apu Vyas (AV) and Sue Watson (SW).

FSA Representatives Ashley Brown & Dave Rose

Apologies for Absence - Martin Clowes (MC)

Introductions

SA welcomed the two FSA guests AB and DR. The purpose of the meeting was to establish key ISC principles moving forward, capture ISC feedback from the initial review the draft FAB Terms of Reference document.

AB gave an overview of the background and process for the ToR and took the ISC members through the document during which the following revisions/comments were agreed.

It was agreed that the ISC could not be forced into a timeline dictated to by the Club given the amount of time the Club had taken to offer these draft documents and that the ISC would follow due process, ensure all members were aligned and then go to the Club for the next round of negotiations. AP volunteered to be part of the team that negotiated the terms with the Club.

Draft FAB ToR Amendments

Purpose

1. Incorporate FAB 'independence motion' definition for fan group representatives (*FAB Supporters Representatives will be independent of West Ham United Football Club and this overarching principle is to be enshrined in the FAB Terms of Reference (ToR replacing MoU as per the original version)*). See above this was not the purpose of the meeting, namely 'The purpose of the meeting was to establish key ISC principles moving forward, capture ISC feedback from the initial review the draft FAB Terms of Reference document.'

Also, the FSA confirmed that the **ISC/FAB should be independent** of the Club as well as each fan group being independently constituted.

AP volunteered to draft a set of words to cover the independence of the ISC/FAB and circulate for discussion

Supporter Representatives

1. WSB FAB candidate election in progress. ISC/FAB should agree to the accession of the WSB. SA confirmed that any proposed ISC representative member could not hold a board position at another ISC member given the potential for conflict of interest
2. JSB Representation under review including a nominated FAB JSB liaison member. We agreed the Club would put forward the JSB representation given GDPR and safeguarding issues
3. International FAB candidate election process to be established jointly between the FAB and Club. The ISC members agreed that the successful candidate should attend at least 5 games per season at the London Stadium. We agreed that the ISC/FAB

should select the Overseas-based International Supporters' Club. The Club can send candidates for consideration and we can work with the Club, but the decision should be ours

4. Supporter Group FAB Accession and Replacement policy and protocols to be established. It was agreed that any new member group could not duplicate an existing group and that any changes would take place annually during the close season. More on this – see the Doc comments
5. Bullet point #5 replace 'The Club will review etc' with the FAB will review.

Election of Supporter Representatives

1. Bullet point #4 replace 'Supporters' Clubs' with International Supporters' Clubs.

Chair

The meeting agreed to retain the election process as per the draft ToR. The draft in the ToR is new and goes against the published ISC Supporters Representatives Guide as a consequence AP requested it was minuted that he disagreed and stated his preference for the election process defined in the ISC. We did not agree that the Club can appoint the ISC/FAB chair. Subsequent to the meeting (19.11.23) and following discussions with the WHUSC committee PC wanted the position of the WHUSC clarified. WHUSC believes the ISC should follow the due process for election of Chair and Vice Chair as stated in the ISC MOU. This mirrors the position of HU on this matter which should be reflected in any minutes that may be published for the meeting of 31.10.23. The basis of this is that such important changes should not be effected unless a motion is proposed that can be discussed by all ISC members' committees.

Responsibilities

1. Final paragraph last word replace 'practical' with practicable.

Meetings

1. Replace the Bullet point #3 with the following, The FAB shall produce the draft minutes of each meeting which subject to review and approval should be available 10 working days after the meeting (exact timetable to be established at the end of each meeting).
2. Delete Bullet point #4 'The Club shall prepare and circulate a summary etc'.
3. Bullet point #6 add at the end 'unless specifically requested by a FAB member.
4. Dates for meetings should be set in advance on an annual basis by mutual consent between ISC/FAB and the Club.
5. Meetings should be 2 hours and not 90 minutes.
6. The ISC/FAB should set the agenda working with the Club
7. Individual members of the ISC/FAB can specify if they want comments attributed to them by name. Equally if anonymity is required by other members of the ISC/FAB then they can be referred to as ISC/FAB member.

Independent Supporter Representative meetings

1. Bullet point #2 replace paragraph with, 'Further to this, Supporter Representatives will meet together when a minimum quorum of 7 has been reached and must include the Chair or Vice Chair.
2. Second paragraph add to the final sentence, 'updated as to the status of any recommendation with a timely written response. See my notes this needs clarification.

Recommendations and decision-making

First para – replace ‘may’ with ‘must’ ‘the FAB Co-Chairs may decide to call a vote’

Last para – “The FAB must recognise that the Club is not bound to act on the outcome of these votes, albeit it is expected to take note of the outcome and use that in any considerations’.

Add ‘and to provide a timely written response to the ISC/FAB votes’

Equality (not Equity), Diversity and Inclusion statement

1. Bullet point #8 replace ‘equity’ with equality. The ISC members requested further clarification from the Club for this particular bullet point.
2. Last bullet we agreed that the Club cannot review the terms unilaterally ie without the agreement of the ISC/FAB

Closing Remarks

SA thanked AB and DR for their contribution, AP advised he would load the document onto Google Docs and SA will incorporate the revisions to support a further ISC review which will include the Code of Conduct and Confidentiality Agreement.

Meeting Closed at 18:30 hours