

Welsh Athletics Board Meeting Minutes Held on the 2nd December 2020

Meeting held remotely via video link

Present: Steve Perks (Chair) (SP), Nick Everitt (NE), Adrian Thomas (AT), Sue Alvey (SA), Bernie Plain (BP)
James Williams – CEO (JW), Jessica Hardy (JH), Tom Overton (TO), Helen Adams (HA),
Nicky Lewis (NL), Rebecca Rothwell (RR) Sport Wales, Nic Coward (NC), Donna Fraser (DF)

Papers circulated in advance:

Paper – September 2020 Minutes
CEO Report Nov 2020
WA Nov 2020 Board Pack – Finance
GSG Report
ESG Report v2
WA board discussion paper – Eligibility
WA Consultation Document November
Risk Register

1. Apologies for Absence

2. Declaration of Interest

None declared

We will be joined by UK Athletics Chair Nic Coward who will give an overview of proposed changes to the Articles and Governance of UK Athletics, and Donna Fraser who will give an update on the Race Action plan that has been developed by UKA and the Home Countries.

3. Previous Minutes & Actions

Starting Blocs ACTION: A full equality impact assessment and risk register will need to be done. – Done & submitted 02/12/2020

ACTION: SP needs to sign off the Audit report. Done 02/12/2020

ACTION: JW Circulate Red risk Document & full Risk Documents. Done 02/12/2020

ACTION: Equality item for future agendas. Done 02/12/2020

ACTION: Audit of clubs safeguarding processes and policies. Done 02/12/2020

4. UK Athletics Update

NC – Chair of UK Athletics. Introduction to role – aim that all nations work together and Changes to articles and governance of UK Athletics. Updated board to the changes to articles and governance of UK Athletics which arose from the Dame Sue Street report. Closer representation with the Home Countries, communicating better with its partners/customers and the changes to values throughout the whole organisation.

5. Lets Talk About Race

DF - Delivered a presentation in addressing racial inequalities in athletics. During the lockdown period she aimed to engage with the whole athletics family. Provided opportunities to share experiences good and bad related to race. Delivered 17 sessions within 2 months. Completed phase 1 no onto Phase 2 – reidentify key themes, coaches, athletes, officials and created focus groups. Phase 3 – action. Create Ethics group to ensure that bad behaviours are not overlooked.

6. Finance Update

Reports have been circulated. Still risk in forecast due to Covid19 and uncertainty with activity happening in the next few months.

7. Safeguarding Policies

Documents circulated. Safeguarding home country and UKA sub-group. One set of policies for all countries to follow. WA establish internal working group. Additional work is required to ensure that Welsh Athletics delivers against the recommendations within the set timeframe.

8. Eligibility Discussion

Documents circulated. CWG Wales – proposed change within athletics for eligibility – with a proposal that eligibility would come via grandparentage as opposed to the current method of parents only. Board discussed what impact it will have on the sport/current athletes/ legal challenges.

JW felt a wider consultation with the membership was required before any decision could be taken. Suggested that no change is adopted before Birmingham 2022 due to the policy already being live. Would check the legal position of not accepting the change should it be accepted by the Commonwealth Games Federation.

9. CEO Update

Circulated report before meetings. Highlights the sheer level of activity. Still working through the Covid19 situation. Activity has started to return to normal with junior x-country. Launch new running campaign in the new year. All staff returned to work. Funding has been confirmed by sport wales for 2021/22.

10. Board Sub Groups

ACTION – Skills matrix planning in recruitment for board sub-groups. JW

i) Governance

Reports circulated to board before meeting. Recruitment for more members. Gave feedback on a few policies.

ii) Equality

New name - Equality, Diversity and inclusion subgroup.

iii) Performance

Undergoing a reset process. Will discuss more in the next meeting.

11. Reflection on Risk

Risk register sent out to board. Meeting in the coming weeks and will update risks. Equality and safeguarding to be discussed in the meeting. Board discussed reputational risk to diversity/equality within the recruitment process.

12. Any other business

Awards panel – can we increase life membership from 10 up to 15?

DECISION/ACTION – Board would have to discuss a set of recommendation and then take to the AGM to be agreed as articles need to be adjusted. SP- proposed 12. Awards panel need to present more information

ACTION - Award panel needs to give narrative as to the process of what constitutes as distribute before anyone award can be withdrawn.

13. Date of next meeting

23rd January 2021