

**Minutes of a meeting of the Board of Directors
Held on 28 January 2019 at the
Sport Wales National Centre**

Present: Carol Anthony (CA) (Chair), Matt Newman (MN) (CEO), David Roberts,(DR) Sue Alvey (SA), Bernie Plain (BP), Nicky Lewis (NL), Ron Odunaiya (RO), James Williams (JW) (WA), Chris Jones(CJ) (WA), Neil Emberton(NE) (SW)* (*for part of the meeting) & Alan Currie (minutes).

1. Welcome and Apologies.

Apologies were received on behalf of Christian Malcolm. It was noted that he has taken up a post in Australia and will be leaving the country in February. The Board registered their congratulations.

2. Declarations of Interest

None were declared.

3. Minutes of Previous Meeting

The minutes of the previous meeting (26 November 2018) were accepted as an accurate record.

4. Matters Arising

The question of Scotland's wish to compete as an independent nation in European events (para 7) is still unresolved. Discussion will be necessary between Scotland and both the IAAF and UKA before any decision is reached. The implications for Wales are uncertain and it will be necessary for WA to keep up to date with the situation, using email contact when required.

ACTION: Monitor the Scottish situation closely and consider any action that may be required.

5. Sport Wales Matters

NE reported that the current funding level will be maintained for a period of twelve months, extended from the previously stated six months.

The new Financial Director of SW is Paul Randall.

On Assurance, WA is part of a group including other sports' NGBs. The SW framework indicates the minimum standards required on various matters,

including behaviour, self-assurance, etc. aimed at complementing governance strategy.

£5 million extra investment has been allocated by the Welsh Government for facilities. Allocation of the money will be made by SW and £1M has been allocated already. The Board sought assurance that there would be parity among the sports on funding levels and that WA's requirements would be considered on an equal footing with those of other sports.

Action NE was asked to seek further clarification on this question and to report back to the next Board meeting
NE then left the meeting.

It was agreed that a strategy on facilities is needed. Some of the tracks in Wales are available only to a limited extent (eg Colwyn Bay) and some (eg Cwmbran) are now out of commission for athletics. Developments are planned for the Leckwith Road area, including at Fitzalan High School, which could impact on the WA office facility. There is a suggestion, not confirmed, that SW might relocate to that area.

JW reported that there are 23 track facilities in Wales and that almost all of the track and field clubs in Wales have access to one of these. The exception is in the Caerphilly region, where no tracks exist.

The relaying of the track at Leckwith was completed later than originally planned and the marking of lanes, etc, has still not been done. There is only one run up available at present for the jumps. Cardiff AAC lost the use of the track for a couple of months but are now back training there. Some fixtures are planned for the track in April Concern was expressed over the management of the centre.

It was agreed that SW should be asked to take greater account of grass roots athletics.

On some matters it would be advantageous to meet with a senior officer of SW.

6 Athletics in the UK

At a meeting of 16 January, following a vote of no confidence, Richard Bowker stepped down as Chair of UKA. The vote in support of the motion was carried by 8 votes to 1 with 2 abstentions. Those who supported the motion were required to sign confirmation of their votes. The UKA Board supported Richard Bowker.

Questions were raised as to the role of UKA. Its main focus is on the elite end of the sport and a revised structure has been proposed in which all matters below that level would be decided at territorial or home nations' level. There has been no response from UKA so far.

A complete review of the role of UKA/ UKMC and its relationship with the home countries was one of the points agreed by both parties at the mediation meeting in November 2018. A new Chair and CEO of UKA are to be appointed and it is felt that information on the candidates and selection procedure should be made widely available. There is a concern that the UKA Board is currently too business orientated with little knowledge of athletics among members.

The UKA Board, will meet on 13 February to discuss future action on the above.

The Board wished to thank Carol Anthony for the amount of time and effort she has put in to help obtain what is considered a satisfactory outcome.

7 Welsh Athletics Board Structure

A graph was presented showing the structure of the WA Board of Directors. In addition to the Board Chair, who shall be independent, it consists of the Chair of General Council plus non-executive directors, with a limit of 12 in total. Currently the total is short of that number and new directors need to be recruited. The CEO is not now a director.

Carol Anthony's final term as Chair of the Board will end at the next meeting. There are 10 applicants for the position and interviews will be conducted soon with a view to having the new Chair in place by 1 April 2019. There is a requirement for an independent person to be included in the selection panel.

The 3 sub-groups of the Board (Governance, Finance and Performance & Coaching, will continue to function.

MN reported that a successful staff 'away day' was held in January.

8 Communications Presentation

Rob Sage (WA Communications and Marketing Manager) made a presentation on WA communications strategy, using the slogan 'Listen, Engage, Represent'. The WA website has been redesigned and should be in operation by mid-March. The WA logo has now been trademarked and there is an improvement in image. The website and all related slogans will be completely bi-lingual and the website easier to negotiate.

One of the tabs is entitled 'My WA' and is intended to allow for a two-way communication with users. All incoming mail will be vetted before it is allowed to appear on the site. New technology such as Facebook and Twitter will be catered for, with 50% of hits on the website currently being made via mobile phone. There will be a map showing where all the facilities in Wales are located. It was commented that some of the illustrations used lack diversity in terms of age, gender and race. Those in the presentation are provisional and more appropriate pictures can be used when the website goes live.

9. Updates and Reports

All Reports had been circulated in the Agenda package.

1. Strategy

A presentation by MN on strategy 'Nirvana 2019-2023' including areas of communication, diversity, welfare, recognition and reward. It was reported that there are many challenges to be faced but good progress is being made. Member consultation takes place on matters such as coaching, officials, communication, development of athletes and the roles of the clubs and regions.

WA's vision, mission and values were outlined. Comments were made that our vision should not be confined to the usual four-year cycle but should be ongoing. When setting targets as part of our mission it is important to be realistic and not aim at the impossible.

2. Coaching and Performance

CJ (WA National Coach) reported that a degree of flexibility is now incorporated into the setting of standards. Rather than set a definitive standard that athletes may reach just once, a level of tolerance is inbuilt with the important factor being athletes' consistency at a certain standard. Performances at championships are also taken into consideration. He felt that the competition programme needed improvement with leading athletes being exposed to appropriate levels of competition. A wider view is needed and there should not be too much emphasis on the elite level.



WELSH ATHLETICS
ATHLETAU CYMRU

Recruitment procedures are in place for two posts. There were about 30 applications for the post of Endurance Development Coach and a similar number for the post of Coach and Development Manager.

Ryan Spencer Jones will now have a full time role in the Performance Department leading on Throws Development.

3 Run 4 Wales Charitable Foundation Trustees

The surplus generated by Run 4 Wales Ltd. has been allocated to schools and social running up to now. One suggestion is that the next allocation should be directed at (club) modernisation. There was a feeling that it should be for the WA Board to decide on the allocation of the surplus, rather than the Run 4 Wales Charitable Foundation Trustees. It is unlikely that the R4WCF would object to this, as they generally work with WA proposals. The R4WCF trustees next meet on 12 February.

4 Sources of Income

Sources of income were identified in the agenda pack in which areas of risk were also shown. Future funding levels from Sport Wales are currently unknown and some reduction is possible.

5 Equality

There is an outstanding action for Board members to have equality training. A submission is being made for advanced level status. Our objectives and priorities need to be identified, with a focus on mental health and disability.

Action To be a priority item for May Board meeting

6 Welfare and Safeguarding

No issues

7 Governance Review

The next role for the Governance Group needs to be identified. Looking forward, matters such as the implementation of the club modernisation programme and terms of reference for the Board sub groups and the regions will need to be addressed.

10 Correspondence

There was none.

11. Any Other Business

No other business was raised.

12. Date of Next Meeting.

The next meeting of the Board of Directors will be held on Monday 25 March 2019.