

# ANNUAL REPORT 2020/2021



**WELSH ATHLETICS**  
ATHLETAU CYMRU

*Photo Credit: Athletics Images*



WELSH ATHLETICS  
ATHLETAU CYMRU

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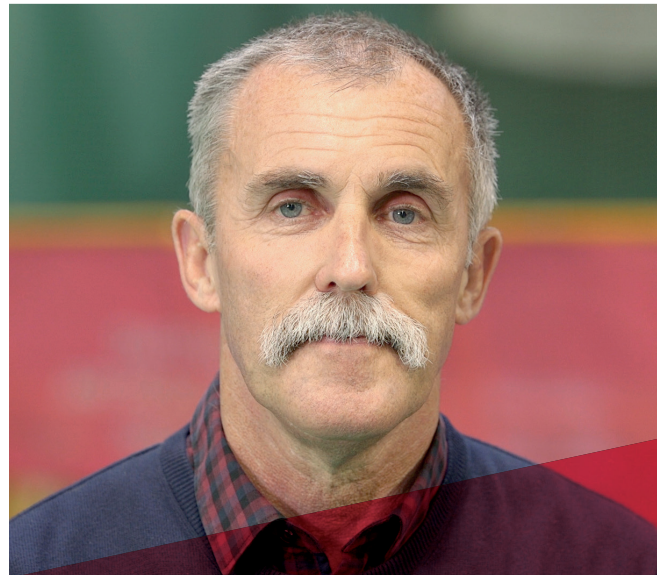
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# FOREWORD

**Steve Perks**

Chair of Welsh Athletics



Once again, this report has been published within a year that proved to be as challenging as the previous year. Again, with this in mind, I would like to thank everyone concerned with the sport, from the grassroots to the elite for their hard work, enthusiasm, constancy, and fortitude. At one stage we all believed that we had turned a corner, but this proved not to be the case. However, those involved continued to maintain their love of the sport, and in the last few months athletics in all its guises has re-emerged to the joy of everyone involved.

It is with pleasure that it can be said, that during the last year progress on many fronts continued to be made, especially within the technological field, to ensure that the athletic community felt that they were still connected to the sport. Innovation within this field ensured that several committee meetings, and meetings in general were held virtually, enabling them to be more representative with the obvious saving of time, and of some cost. This mode of working may represent something that we may seriously consider in the future. As you can imagine there are areas that will need attention, but you can be assured that everyone will be concentrating on these areas and ensuring that we will emerge post COVID as a stronger organisation and sport.

**Thank you to all of those involved in the sport and for all your endeavours.**

Unwaith eto mae'r adroddiad yma yn cael ei gyhoeddi o fewn blwyddyn sydd wedi profi i fod yr un mor heriol â llynedd. Ac o ystyried hyn, hoffwn ddiolch i bawb sy'n ymwneud â'r gamp am eu gwaith caled, eu brwdfrydedd, eu diwydrwydd a'u gwroldeb. Ar un adeg roeddwn yn credu ein bod wedi troi'r cornel, ond yn anffodus nid hynny cafodd ei wireddu. Er hyn oll, mae'r rhai sy'n caru'r gamp wedi dyfalbarhau, ac yn ystod y misoedd diwethaf mae athletau ymhob ffurf wedi adfywio, ac mae hyn wrth fodd pawb sy'n ymwneud â'r gamp.

Felly mae'n bleser cyhoeddi bod cynnydd ar sawl agwedd wedi parhau i ddiwydd, yn enwedig yn y maes technegol, gan sicrhau bod y gymuned athletau yn dal i deimlo ei bod yn rhan o'r gamp. Mae'r cyfnewidiadau o fewn y maes technolegol wedi caniatáu bod nifer o gyfarfodydd wedi eu cynnal yn rhithiol, ac felly roedd cyfle i nifer ychwanegol gymryd rhan, gyda'r bonws o arbed amser a chadw costau lawr. Mae'r math yma o weithgarwch yn gwneud inni ystyried yn ddwys a fyddai hyn yn fodd i'w barhau i'r dyfodol. Fel y medrwch ddychmygu, mae yna agweddau sydd angen sylw, ond fe allaf eich sicrhau, fe fydd pawb yn canolbwyntio ar yr agweddau yma i wneud yn siwr y byddwn yn goroesi ar ôl Covid fel cyfundrefn a champ sy'n gryfach o lawer.

**Dioch ichi gyd sy'n ymwneud â Athletau Cymru am eich amynedd a'ch ymdrech.**

*Photo Credit: Same Old Smith*



# CHIEF EXECUTIVE'S REPORT



**James William**  
Chief Executive

The last 12 months has continued to be dominated by the impact of COVID on our sport. The pandemic has impacted on large aspects of our delivery, with off track competition being significantly impacted.



**Despite the significant upheaval, COVID has also seen our community come together like never before.**

Clubs have come up with new creative and innovative ways of engaging their members. Our clubs and groups have become essential parts of their local communities, with so many people relying on their fellow teammates to help them through the challenging lockdown periods.

I highlighted in last years report how the actions we took enabled us to be the first sport in Wales to get our Elite athletes back on track, to re-start domestic competition and to move our education delivery online. This meant that as restrictions were eased, we were able to roll out competition, education and club support much quicker than many of our colleagues across Wales.

## UKA & Home Countries

We continue to work closely with our colleagues from UK Athletics and the Home Countries. We have reviewed and updated the roles of responsibilities of each Organisation, with the changes being reflected in the joint master agreement.



We engaged members views on the future membership of UK Athletics, the feedback from members was clear that they wanted to protect the independence of Welsh Athletics and no change was required. Sadly there remains some way to go before the final governance changes of UK Athletics are confirmed, but we are committed to finding a solution that works for all stakeholder groups within the sport in the UK.

Welsh Athletics staff are continuing to play key roles on the various UK working groups that have been established, with a new Coaching and Officiating strategy for the sport being close to publishing. These strategies demonstrate how effective it is when all 5 Bodies work collaboratively to improve key areas of the sport.

**I am confident that this positive dialogue and engagement will yield significant benefits for the sport in the years ahead. I look forward to continuing to work with the staff from across the UK in sharing ideas and challenges and helping to shape the future of our sport.**

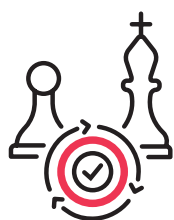
## Stakeholders



Our relationship with Sport Wales and Welsh Government remains strong. The last 18 months has seen huge levels of engagement and dialogue, and Welsh Athletics has played a key role in helping to shape the COVID response across the sector. A key priority for Welsh Athletics in the coming year is to engage with the new Welsh Government Ministers, and to reiterate the important role that Welsh Athletics plays in supporting the physical and mental wellbeing of many thousands of people across Wales. We will also reiterate the need for further investment into facilities and technology to enable more and more athletes of all ages, backgrounds and abilities to enjoy our sport.

## Governance

We continue to make positive changes to our governance structure, our Board has been further bolstered by the additions of Tom Overton, Helen Adams, Jonathan Ford and Lorna Kerr. Each brings a wealth of experience and skills that will support our strategic ambitions in the years ahead.



The establishment of the ED&I Sub Group played a key role in helping the organization achieve the Intermediate level equality standard in Sport. The group, Chaired by Helen Adams is playing an important role in identifying ways that the sport can remove barriers and be more inclusive. This will only be achieved by the sport as a whole working together, and we will be looking to work closely with the clubs and regional councils going forward to support this work.

Another new group recently created is the Development and Participation sub-group. The group will be chaired by Tom Overton, and through the open recruitment process, a superb group of independent members will be working closely with Chris Moss and the Development Team to explore how we can support clubs, increase participation and improve opportunities for juniors across Wales.

These groups will play critical roles in supporting and challenging the staff to deliver against the strategic objectives. We are always looking for engagement with our community, and I would encourage members to apply to join these groups as and when vacancies arise.

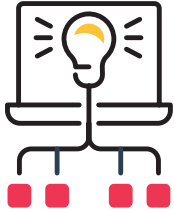
## Safeguarding



This year saw considerable progress made in response to the recommendations outlined within the Quinlan review. We have subsequently published new Codes of Conduct for all partakers in the sport, and we have a new case management process in place with UK Athletics and the Home Countries.

The next year will see a greater focus on ensuring our clubs continue to develop the right processes in place to ensure that the principles of being a safe and inclusive sport for everyone is fully embedded. This should be a key priority for everyone who is involved in our sport, and we are keen to support all our clubs whereto to improve in this area.

## Modernisation



One of the few positives during the pandemic was the way the sport modernised its infrastructure, with technology being at the heart of our communication and management processes. It is vital that our sport continues to evolve the way it operates, and we are committed to further investment and ensuring that our membership needs are met.

As part of this, we have invested heavily in a new membership portal that will become operational in early 2022. This portal will enable athletes to register directly on trinity, with payment being direct. This will enable the athlete to be registered immediately, but will also significantly reduce the registration burden on club secretaries.

As we emerge from the pandemic, it is vital that we as a sport continue to evolve to meet the future demands of society and ultimately those who are part of our sport. As a sport we should embrace the new opportunities to engage new audiences and to present our sport in new and exciting ways.

## Strategy Delivery



Despite the impact of COVID, we remain committed to the aspirations set out in the Welsh Athletics strategy. We will spend the next 12 months working to further embed the strategy to our operational delivery - with a key focus on the role that the clubs and regions will play in helping to achieve the desired objectives.

It is important to remember that the strategy was set after extensive consultation with the membership, and our ability to achieve what has been set out in the strategy is dependent on all of the sport working collectively. By doing this, we have a better chance of removing barriers to participation, to clarifying the roles clubs play in recruiting, retaining and developing athletes, coaches, officials and club officers. Most importantly, we have an opportunity to clearly set out how the Governing Body can support our clubs in achieving their aims and ambitions - and in doing so, ensure that we are the number one sport in Wales.

## Looking Ahead



2022 promises to be an incredibly busy year for our performance athletes, with a World, European and Commonwealth Games all taking place over a one months period. Our priority is obviously the Commonwealth Games, and the Performance Team, led by Chris Jones are working tirelessly to ensure that our athletes have the best possible preparations. I am sure many will be inspired by the Olympic Games, and in particular Cardiff Athletics, Jake Heyward whose performances in reaching the 1500m final included setting a new Welsh record and showcased what can be achieved.

With the Commonwealth Games taking place just over the border in Birmingham, it will be as close to a home Games as we could hope for. I am sure our clubs will do all they can to support our athletes in Birmingham, and I have no doubt that many thousands of junior athletes across Wales will be inspired by what they see and will want to start our wonderful sport. We will do all we can to support our clubs to ensure they are ready for the anticipated increase in demand, whilst also doing all we can to raise the profile of our athletes in the lead up to Birmingham.

In finishing, can I once again pay thanks to everyone for coming together over the past 12 months, your passion and dedication has enabled our sport to continue to grow despite the challenges.

**I have no doubt that you will continue to strive to be innovative and enable many more people to join the athletics family over the next 12 months.**

# FINANCIAL STATEMENT

Nick Everitt

Non-Executive Director, Finance

James Williams

Chief Executive Officer



The 2020/21 financial year has been one of the most challenging twelve months in recent times. The continued uncertainty of disruption due to Covid-19 made financial planning very difficult, but with constant review and scrutiny by senior executives and the Finance Sub-Group enabled Welsh Athletics to manage and respond day to day and prepare for the future in the best possible way.

Sport Wales provided significant levels of financial support to enable the organisation to return to effective delivery of activities in a COVID secure way. The annual funding grant from Sport Wales remained the same as the previous financial year, with a total commitment of £1,093,918. This was further supported by a grant of £9,890 to facilitate the virtual delivery of coach and officials' education and development.

**An additional grant of £201,000 was secured towards the end of the financial year to support the re-start of the sport, substantially deferred to be invested throughout the 2021/22 financial year.**

The largest impacts on Welsh Athletics finances were felt in the self-generated income areas, with significant reduction in revenues from across membership, coach education, race license fees and competitions. This accounted for a year-to-year comparative reduction in income of £267,276.

**A number of strict fiscal rules were put in place to mitigate the loss of self-generated income and in-year efficiency savings amounting to £206,122 were found from across the organization. Welsh Athletics utilised the Job Retention Scheme for roles not already funded by government grants, receiving £64,986 of support for twelve members of staff placed on flexible furlough.**

The inability for Welsh Athletics to deliver many of its annual activities resulted in significant savings being achieved – the vast majority of cancelled or postponed activities were in the area of performance. The cancellation of domestic and international training camps and competitions saw the overall spend in these areas reduced by 57% from the previous financial year.

Our strong relationship with Sport Wales has enabled us to carry forward lottery grant funds for performance athletics to ensure that our athletes can be fully supported as they prepare for a very busy 2022 season. We were also successful in securing an additional grant of £60,214 to support facility development, this contributed to a total of £232,498 being invested into facilities across Wales during the financial year.

The prudent managing of the organisations finances has led to a small operating deficit of £1,932.

The initial impact of the global pandemic in March 2020 saw a sudden and significant drop in the valuation of funds invested, the main contributor to the year-end deficit position reported in the last financial year.



**I am happy to report that the actively managed investment portfolio rebounded strongly, yielding overall revaluation gains of £47,742 in the twelve months to March 31st 2021.**



**The all contributed to total income levels of £1,588,872, down from £1,782,552 in the last financial year. Total expenditure reduced to £1,543,062 from £1,823,704 in the previous financial year.**

**We continue to take a long-term view on the performance of the investment fund, and are confident in the current asset managers to continue to generate positive returns to reinvest into the sport.**



The long-term financial forecast of the organisation continues to be positive. We have received positive news from Sport Wales who are planning for a small uplift in financial support to Welsh Athletics over the next 4 years - this emanates from the new investment approach that they will be applying to the sector from 2022 onwards.

	2017/18	2018/19	2019/20	2020/21
Income	1,686,146	£1,824,739	£1,760,274	1,588,872
Expenditure	£1,784,816	£1,779,831	£1,823,704	1,543,062
Profit / (Loss)	(£98,670)	£44,908	-£63,340	45,810

Welsh Athletics continues to explore commercial opportunities both on a domestic and National front. Despite the pandemic, we have successfully launched new programmes for physical literacy (Starting Blocs) and social running (Clwb Run Wales). Both programmes will drive participation levels for the sport, but also yield small financial returns that can be re-invested back into the sport in the years ahead.



**Work continues with UK Athletics and the Home Countries to agree and activate a joint commercial agreement. Combining our rights will hopefully lead to additional funds being generated, which will further boost our ability to support the sport at all levels.**

We were delighted to extend our long-standing relationship with Orthotix and Ace, who continue to support the athletes on our performance pathway. They along with our key partners Joma, Brecon Carreg and Physique showed great support during the last 12 months as we navigated our way through the pandemic.

I have no doubt we will continue to feel the financial impacts of the disruption due to COVID for many years to come. It may take a number of years for the sector to find financial stability, and we must plan for future challenges on Sport Wales funding.

**Despite the challenges, we remain committed and confident of increasing self-generated income, and thus reducing our overall dependency on Sport Wales funding.**

Board Member	Board	Finance	Governance	ED&I	Development & Participation	Performance
Steve Perks	5/5	5/5				
Nick Everitt	5/5	9/10				
Nicky Lewis	4/5		5/5			
Adrian Thomas	2/3					3/3
Sue Alvey	5/5					
Bernie Plaine	5/5					3/3
Tom Overton	5/5				1/1	
Helen Adams	5/5			5/5		
Jonathan Ford	1/1					
Lorna Kerr	1/1					



# GOVERNANCE STATEMENT

Dr Nicky Lewis  
Non-Executive Director, Governance

## STRATEGIC AIM:

### **Lead the Way - Ensure the sport has the most effective and robust governance structure to support the development of the sport in Wales.**

This year saw Welsh Athletics proactively engage with an independent review of our organisational governance undertaken by Gareth Parry of Sports Consulting on behalf of Sport Wales. This is his summary of the review:

Welsh Athletics has been through significant change at a board and senior management level over the past two years, and this has given them the opportunity to reflect and realign themselves with their values and strategic aims. They clearly appreciate the need and benefits of good governance, and this is implicit throughout their work, and not a by-product of having to complete/meet the requirements of the Capability Framework.

It has been very encouraging to listen to talk of positive culture change, values and behaviours, and a commitment to embed these throughout the whole organisation. Their approach to having a golden thread running from their membership driven strategy right the way through their key documents and working practices is to be congratulated.

Achieving positive culture change will take time and Welsh Athletics are encouraged to do just that, though should keep the current momentum going. They should aspire to consolidate against the Capability Framework and thrive against the remainder of the GLFW, as it is well within their reach.

Conducting the review with Welsh Athletics has been a breath of fresh air and I look forward to seeing the fruits of their labour over the coming years.

A plan to address the recommended actions identified in the report will be drawn up and implemented by the staff team with oversight from the Governance Sub-Group. These documents will be made available for member view on the Welsh Athletics website.

Work has also continued during the year to ensure that all the policies and documents relating to the governance of the sport and organisation are up to date, including all HR policies, which were reviewed with the support of Cobalt HR and are available to staff via the internal online staff handbook.

On a more personal note, as I reflect back on what has been an exceptionally challenging year for all of us, I would like to commend and congratulate the Welsh Athletics staff

and volunteers who have remained unreserved in their commitment to ensuring the governance infrastructure and systems of the sport in Wales have remained rigorous, responsive, safe and member-centred.

Finally, as I enter my final year as Non-Executive Director and Chair of the Governance Sub-Group, I would like to encourage any member with the interest and skills in, passion for, and commitment to keeping this positive culture and action of good governance going, to contact [rob.sage@welshathletics.org](mailto:rob.sage@welshathletics.org) to discuss how you could become more involved.

# EQUALITY STATEMENT

**Helen Adams**  
Non-Executive Director, Equality

## STRATEGIC AIM:

**Lead the Way - Demonstrate our commitment to Equality and Diversity; Ensure Athletics is a safe and inclusive sport for all.**

Over the last 12 months, Welsh Athletics has established an Equality, Diversity and Inclusion Sub-Group, which reports directly to the Board.

The Sub-group is tasked with supporting Welsh Athletics and its ambitions in this area with its Strategic Aim:

**Lead the Way - "Demonstrate our commitment to Equality & Diversity" & Strategic Aim: Unite - "Ensure Athletics is a safe and inclusive sport for all".**

We submitted evidence in February 2021 to the Equality Standards in Sport panel. The submission was well received, and Welsh Athletics achieved the Intermediate Level of the Equality Standard for Sport. The assessors provided the following feedback as part of their report:



"It is positive to see that Welsh Athletics have a comprehensive staff and Board EDI training programme. In terms of Board and staff diversity it is positive to see that the NGB has a Board Diversity Action Plan in place which sets out the process through which NEDs and Board Directors are appointed using a skills-based approach. Welsh Athletics are developing their approach to EQIAs and have undertaken five impact assessments. The NGB understands the need to ensure that the findings are used to inform Board and business decisions and have already used the EQIA process to inform the Starting Blocs programme. Welsh Athletics have a range of programmes to raise awareness of the diversity of athletics and to address underrepresentation.

To further support this work, the assessors recommended that Welsh Athletics implements a robust approach to data collection from 2021 which includes annual collection of data for staff, Board, coaches, officials and members, working alongside UKA where appropriate to access this data, and that all data collected is analysed to track trends in areas of underrepresentation, and uses this insight to inform the Board and Steering Group on the actions required as a result of these insights."

The Equality, Diversity, and Inclusion Sub-group will continue to both support and scrutinise the work of the staff team in this area as they look to act upon the recommendations from the assessors and make progress to further embed ED&I across Welsh Athletics, and work towards achieving the Advanced level of the Equality Standard.

# SAFEGUARDING & DUTY OF CARE

**Sue Alvey**  
Non-Executive Director, Safeguarding  
**Steve Jones**  
Safeguarding Officer

## STRATEGIC AIM:

**Unite - Ensure Athletics is a safe and inclusive sport for all.**

Welsh Athletics continues to work with the NSPCC (Child Protection in Sport Unit) as well as the Ann Craft Trust (Adults at Risk) to continuously review and improve its' processes in this area. Welsh Athletics has also continued to work alongside UKA and HCAF colleagues to implement the findings of the UKA Safeguarding Review conducted by Christopher Quinlan QC.

We have worked with clubs over the course of the last 12 months to raise awareness of the review and the impact it will have on day-to-day club operations. This involved a series of engagement and interactive webinars to provide support and advice in this important area of operation.



Safeguarding modules continue to be a mandatory part of license renewal for all Coaches and Officials. Disclosure and Barring Service (DBS) checks are also now being more widely used by clubs with respect to their volunteers in addition to

those involved in Coaching and Officiating. Safeguarding training has become a mandatory part of new appointments into Club Welfare Officer roles in addition to the requirement for an enhanced DBS.

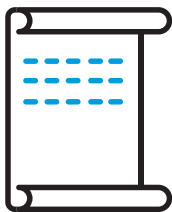
The Safeguarding Lead Officer has become part of the UKA Case Management Group which oversees active cases across the UK. UKA has also appointed two investigative officers who undertake all investigations around referrals. UKA have also adopted the My Concern reporting platform, this had previously been used by Welsh Athletics and had been identified as an example of good practice by the review.

Welsh Athletics has also updated its Welfare section on the website, improving accessibility and content as well as providing links to additional information, support and guidance for all those experiencing difficulty in this highly sensitive area of operations.



# GENERAL COUNCIL REPORT

Sue Alvey  
Chair of General Council



## STRATEGIC AIM:

**Lead the Way - Ensure the sport has the most effective and robust governance structure to support the development of the sport in Wales.**

We have faced another difficult year with all the various lockdowns and COVID restrictions. Continuing to meet regularly, albeit virtually, General Council has been well attended and received a raft of information regarding the return to training and competition over the past months.



Members of the General Council had the opportunity to question and seek clarification on these restrictions and the ability to gradually return to full training and competition, with the move away from the virtual competitions that had been designed to keep athletes engaged during this period. We also questioned the inequality with what was happening in England at the time, and it was explained that this was down to differences in government policy between Wales and England.

Successful Junior and Senior Championships were finally able to take place this year with the Senior Championships being combined with the U15 Championships taking place in Cardiff and the Junior Championships involving the U13 and U17 age groups taking place in Newport.

We have received regular updates on the ongoing work on our facilities and received information regarding the UKA Safeguarding Review together with its implications for Welsh Athletics and individual clubs.

General Council approved the Inter Regional Track and Field Handbook that had been produced. This handbook clarifies the roles and responsibilities for those hosting and organising the competition together with the competition rules. We recognise the large amount of work and consultation that has gone into producing this handbook and hope that it is well received.

**We look forward to a year that becomes more and more normal and hope that the sport that we love, thrives with the restarting of full training and competition that we are used to.**

# CORPORATE SERVICES

**Rob Sage**  
Head of Corporate Services

## STRATEGIC AIMS:

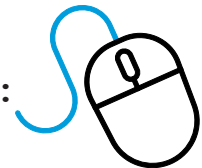
**Lead the Way - "Be a high performing organisation" & "invest in and empower our staff to develop and succeed."**



"In April/May 2021, Welsh Athletics carried out its third employee engagement survey since Cobalt HR started working with the organisation. To date, the engagement index has risen from 63% in 2018, to 66% in 2019. For 2021, the employee engagement index has risen to 71%. This is amazing progress given the distractions of COVID over the last year or so."

Kerry Chown, HR Consultant, Cobalt HR

Training and CPD activity continued despite the challenges of COVID with the following sessions being delivered mostly online:



### Communicating effectively lunch and learn

**Evaluation:** 100% rated the session Excellent or Good.

### Stress management lunch and learn

**Evaluation:** 80% satisfaction with this session.

### Working remotely lunch and learn

**Evaluation:** 85% satisfaction with this session.

### Risk assessment and workstation

Setup training for all staff which included the development of a new Homeworking Policy.  
**Evaluation:** 100% success.

### Performance management training

for new managers.

### Dealing with Difficult Conversations training

for senior staff.

**STRATEGIC AIMS:**

**Inspire - Bring Athletics to a wider domestic audience & Increase the visibility of our senior athletes.**

Our year-on-year social media data for 1/09/20 to 31/08/21 shown below highlights the continued growth across all our social media channels with combined followers now at ~ 26,000. Annual growth continues to be around 11% which if it continues would see us comfortably exceed our stated target of 40,000 followers by 2026.

**26K**  
FOLLOWERS



Our social media coverage continues to develop in the face of ever increasing expectations and scrutiny, and engagement levels and 'Brand Sentiment' remain very positive.

**Welsh Athletics social media data:**

ACCOUNT ▼	FOLLOWERS ▼	IMPRESSIONS ▼	REACH ▼	LINK CLICKS ▼	PUBLISHED POSTS ▼	ENGAGEMENT RATE ▼
@welshathletics	13K ↑688	5.8M ↑2.1M	16M ↑1.5M	22.4K ↓-1.2K	1.4K ↑274	0.77% ↓-0.32%
Welsh Athletics Athletau Cymru	6.6K ↑529	1.3M ↓-362.5K	762.3K ↓-70.7K	33.8K ↓-5.5K	906 ↑47	3.62% ↑0.44%
WELSH ATHLETICS LIMITED	312 ↑154	9.1K ↑7.8K	11.6K ↑11.3K	363 ↑361	58 ↑43	8.33% ↑2.26%
welshathletics	5.6K ↑0	142.3K ↑0	78.6K ↑0	73 ↑0	95 ↑0	5.93% ↑0%

**STRATEGIC AIM:**

**Aim: Lead the Way - Demonstrate our impact on the wider political and social agenda in Wales.**

Welsh Athletics was pleased to be approached by the Welsh Blood Service to become a community partner for them.

The partnership launched in July at the Welsh Junior Championships and will continue to grow over the coming years with the clubs being approached to help promote local donation sessions to members via bespoke social media assets and web links. The partnership campaign under the title -

**'Giving runs in your blood'**

will aim to engage the ever growing running and athletics community across Wales and encourage people to come forward and donate lifesaving blood and platelets.



CEO James Williams with Welsh Blood Services' Partnership Engagement Manager, Julie Farrup at the Welsh Junior Championships.

# DEVELOPMENT & PARTICIPATION

**Chris Moss**  
Head of Development  
& Participation

There is no doubt that 2020 was a challenging year for the sport in so many ways and 2021 was always going to be a year of recovery, revival and consolidation. The way our clubs and membership responded to what was an exceptional year was inspirational.

## Membership

Club membership at the end of the 2020-21 affiliation year reached 9808 across over 100 clubs. Off the back of the pandemic, naturally, there was a tentative start to the new affiliation year however at the time of writing (mid-year) the membership has already exceeded 10,000 and continues to develop as we see a much wider return of the sport across all areas and all disciplines. Over recent weeks there has also been a much wider return to competition and mass participation events which is a huge boost and will in turn help to attract both new and any lapsed club members to the sport.

### **STRATEGIC AIM:**

**Innovate - Continue to invest in a modern infrastructure to reduce the administration demands for clubs and improve the athlete experience.**

In line with the modernisation agenda, and to support affiliation and the wider membership, we have enhanced the digital support for clubs and clubs secretaries. We have worked with existing providers and winter 2021 will see the roll out of an improved 'secretaries portal' to help reduce the administration of the sport and communication.

### **STRATEGIC AIM:**

**Unite - Recognise and value the contribution made by active volunteers.**

At the end of 2020 we celebrated some of the success experienced throughout the year by acknowledging the National Awards and Service Awards recipients. This process helps us to recognise the amazing work of so many individuals that inspire both performance and participation across the sport in so many ways. Thanks must go to all clubs, groups and individuals that supported the nomination process as well as the members of both the National Awards and Service Awards panels.

As society and as a sport, we started 2021 with another lockdown due to the pandemic which led to the continued use of technology and systems to deliver modified training, competition and educational experiences. 2020 saw the sport invest in digital platforms and we continued engagement through a series of webinars and initiatives throughout the first half of 2021.

The 'Ask Us' webinar series continued and we continued to innovate in order to bring the 'traditional' conference series to life in March 2021. The #UNITE Festival and Conference Series saw 6 events (Run Wales Festival, Officials Conference, Clubs Conference, Youth Development Conference, Run Leaders Conference and the Teachers & Schools Conference) delivered over a six-week period. The series saw over 300 delegates / attendees attend the online sessions engaging with a variety of speakers, online workshops and virtual activity.

Throughout the first half of the year we all waited with anticipation for each Welsh Government review and announcement hoping that it would lead to an easing of restrictions and allow for a quicker return to activity across the sport. We continued to update and develop our 'Return to Athletics' guidance working with clubs, running groups and facilities across the country to unlock the sport in a safe and effective manner.

Once again we used the Club Modernisation and Innovation Fund to support clubs across Wales with their recovery from COVID-19 and find new ways to engage and support their membership. Furthermore, the sport has seen a funding boost via the Sport Wales 'Be Active Wales Fund' which has supported activity and projects in athletics environments throughout Wales and facilitated a wider return to activity across the sport.

### **STRATEGIC AIM:**

**Engage - Support clubs to create safe, positive environments for all children to engage in athletics.**

Significantly in 2020 the sport published the finding and recommendations of the Quinlan Review and we have worked hard to implement and improve standards across the sport in relation to safeguarding and welfare. New club affiliation standards were introduced and we continue to implement the recommendations and work with clubs to improve the environments in which we operate. In this area we will continue to lead the way and make no excuses for setting new and developing higher standards in order to make the sport safer and more inclusive for all.



Summer Camps in full swing



**STRATEGIC AIM:**

**Engage - Create and roll out a physical literacy offering for children aged 4 - 9.**

## Starting Blocs

Over the last year, progress has been made to roll out our physical literacy offer Starting Blocs. Partnerships have been created and we continue to pursue opportunities with clubs, schools, Local Authorities and private providers, to reach our ambition of introducing children to athletics and ensuring that our physical literacy offering is accessible in all 22 Local Authorities.

During the Summer, Starting Blocs summer athletics camps took place in 8 Local Authorities across Wales with a total of 12 separate camps being delivered by our expert coaching team.

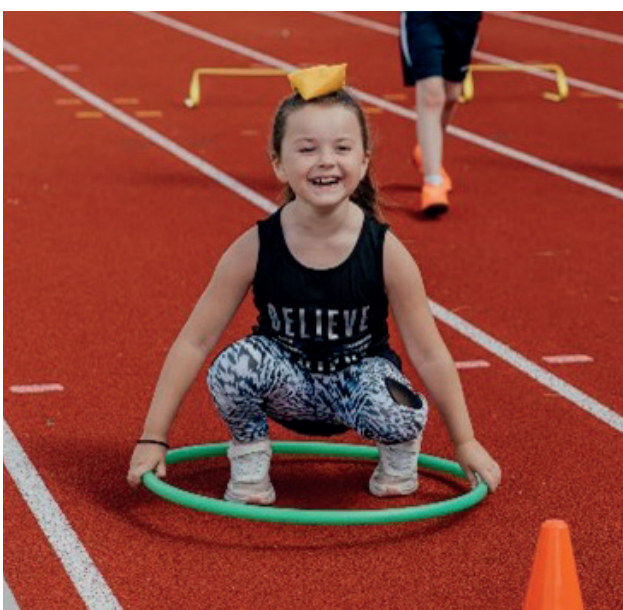
Over 700 attendances were recorded, with 422 children aged 5-12 having the opportunity to experience athletics, most for the first time, in a fun and safe environment

Work will continue towards the strategic ambition of all 22 Local Authorities having physical literacy offerings in place. Adding to this, weekly Starting Blocs sessions will commence in the Autumn delivered by our licensed providers Sport RCT, Torfaen Sport Development, Anglesey and Gwynedd, with more activities to be added over the coming months.

**STRATEGIC AIM:**

**Engage - Create an enhanced Teacher Education and Development programme.**

Due to COVID-19 restrictions within school environments the delivery of schools initiatives over the last 12 months has been limited. Adapting to the circumstances and off the back of the Teachers and Schools Conference delivered in April we launched a series of teacher education and development opportunities. These will continue throughout the year, improving confidence and supporting both primary and secondary teachers to deliver the sport in a school setting.







The newly resurfaced track at Treborth

### STRATEGIC AIM:

#### **Engage - Improve provision of athletics and running within every school in Wales.**

During the summer term of 2020 we provided primary schools with an Olympic and Paralympic themed Sports Day and Cross Curricular Resources to encourage and motivate schools to embrace the 'Summer of Fun'. An exciting new partnership with The Daily Mile will also help to enhance our link with schools and increase participation and further promote the well-being benefits of physical activity. At secondary level, a new Service Level Agreement between Welsh Athletics and Welsh Schools Athletic Association will help to galvanise and develop the relationship between both organisations.

"My daughter said she had 'the best day ever'. She loves athletics."

"My son, Joseph, thoroughly enjoyed and was incredibly positive afterwards describing the two sessions he attended as 'awesome'. He is already asking about going again so I hope he can attend the forthcoming weekly sessions."

"I enrolled my son for a week of athletics camp. He enjoyed it so much that I enrolled him in additional days and he wants to start weekly sessions."

*(Parents of children attending the Starting Blocs Summer Camps)*

## Facilities

### STRATEGIC AIM

#### **Own It - Create excellent training and performance environments.**

Whilst we acknowledge that athletics facilities across Wales can be a challenge, in the past 12 months we have seen yet more investment and key developments. In July of this year we saw the opening of a new facility in Oakdale (Caerphilly) which will serve both local clubs and the local community as well as become the more permanent home of Rhymney Valley AC. The facility in Treborth (Bangor University) was upgraded significantly and newly re-surfaced which is a huge boost for the club (Menai Track & Field) as we look towards the area hosting the Island Games in the coming years. We also saw the opening of the new and upgraded external throwing area at Cardiff International Sports Campus which was used officially for the first time at the Welsh Senior Track & Field Championships in August.

Facilities are obviously a key area for the sport and we will continue to invest in sites across Wales to support the development of both activity and opportunity. Towards the end of 2021 Welsh Athletics will launch a new facilities strategy which will identify the key areas of investment required, in line with our strategic objectives, to allow the sport to continue to thrive.

### STRATEGIC AIM:

#### **Lead the Way - Ensure that the sport has the most effective and robust governance structure to support the development of the sport in Wales.**

Over recent weeks we have seen the establishment of the Development and Participation Sub-Group which is another great opportunity for us to work collaboratively and develop practices to support the delivery of our key strategic objectives. The group is currently in its infancy however, the passion and enthusiasm shown by the members of the group is undeniable.



WELSH ATHLETICS  
ATHLETAU CYMRU

**#FromMyDoor**



## Run Wales

### STRATEGIC AIMS:

**Own it - Train, inspire and empower run leaders to establish their own groups across Wales.**

**Own it - Champion the health and wellbeing benefits of our sport at all levels.**

In January 2021 Welsh Athletics via its Run Wales programme partnered with PR agency Cowshed to launch and deliver what proved to be a very successful lockdown campaign to encourage people in Wales to get out and run 'From My Door'. The campaign has excellent levels of online engagement and aimed to build on the increased popularity of jogging and running during the last few years - Sport Wales survey data from March 2021 suggests 18% of adults [age 16-64] in Wales our regular runners which equates to 349,000 - on track to meet our stated strategic aim of 420,000 adults running every week in Wales by 2026.

Despite the challenges presented at the start of the year, junior parkrun returned in June with the senior 5k parkrun events returning on 21st August following a significant hiatus. We are committed to providing free accessible running opportunities across all parts of Wales and will continue to support the development of free running opportunities and the existing 59 parkrun opportunities (42 senior / 17 junior events) across Wales provide and excellent open platform for people to access the sport at all levels.

### STRATEGIC AIM:

**Own It - Provide the tools, training and resources to facilitate the removal of all barriers to participation.**

In July 2020, Run Wales launched Clwb Run Wales, Wales' first virtual running club, primarily for those that are not able to access an affiliated club in a more traditional setting.



Over the last 12 months the clwb has gone from strength to strength having appointed a new 'Head Coach', rapidly expanding its presence and now boasts well over 100 registered members.

Naturally we are committed to the development of this initiative which engages with a wider demographic and look forward to the clwb fulfilling its true potential.

### STRATEGIC AIM:

**Own It - Train, inspire and empower run leaders to establish their own groups across Wales.**

Run Groups and Run Leaders continue to be a focus of activities across the programme. There are over 170 registered running groups servicing thousands of social members and participants. Through the Run Wales website and initiatives we have significantly developed our support and resource base for run leaders in Wales. The Run Leader Champions programme continues to grow with the 'champions' supporting other run leaders and advocating the growth and progression of all things running in Wales. The number of champions has increased (to 12) and they are ever present and active within the running community working to unite and support the running communities to which they serve.

In the last 6 months we have developed a wider learning and development framework for run leaders in Wales which includes a pathway of opportunities for leaders to develop and enhance their knowledge and understanding.

1. Com Res Survey, Sport Wales, March 2021

2. Stats Wales estimate for 2021 is 1,938,266 adults aged 16-64 in Wales

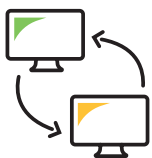


### STRATEGIC AIM:

**Unite - Bring new people from all backgrounds into our athletics family.**

The Run Wales programme has continued to encourage and attract new participants to the sport. Engagement projects like the Run Wales Radio Show, the Run Wales Festival, the Run Leader Conference as well as the Run Wales Podcast look to motivate and inspire people to take up running. The website's Friday Focus feature has also proven popular, showcasing the amazing work and activities delivered by the inspirational running community of Wales.

### Stats:



**300+**

**Attendees across the virtual #Unite Festival and Conference series**



**10,000+**

**Registered members  
(29% junior / 71% senior)**



**173**

**Registered running groups**



**59**

**Parkrun opportunities**

## Welsh Schools

As with much of the domestic athletics program in Wales, activity during the 2020/21 academic year was limited to virtual competition with both Sportshall and Cross Country events on offer to Schools.

Welsh Schools had been due to host the SIAB Cross Country in 2021, however this event was another cancellation and Wales will now host in March 2022.

WSAA competition was back at Brecon for a SIAB Trial in July, this replaced the traditional Welsh Schools Track & Field for one year only. Participation was confined to the Middle age grouping (Years 10 & 11) with invited athletes only taking part. Winners became automatic selections for the SIAB event which was moved from its usual July date into September - additional selections being made from Power of 10 rankings.

67 of our brightest and best young athletes made the journey to the traditional showpiece event of the Schools Track & Field calendar, this year hosted by English Schools at the Moorways Stadium in Derby. Team Management had set a target of exceeding the 2019 medal haul of 11, with the final tally matching that achieved at Swansea University. However, the 4 golds won were a welcome improvement with 5 silvers the standout performances last time out. Two new Welsh age group records were also set.

On the governance side WSAA Officers have worked with Welsh Athletics colleagues to develop a new Service Level Agreement which secures WSAA domestic and international operations in future years, the next challenge will now be an update of the Constitution to reflect and cement the content of the SLA.

The Association now awaits the opportunity to fully restart its' competition programmes as well as continuing to support School District competition across Wales.

# COACH EDUCATION & COACH DEVELOPMENT

**Zoe Brown**  
Coach Development  
Manager

## STRATEGIC AIM:

### Unite - Invest in athlete and coach development structures.

Despite the challenging climate, diversification of the way we deliver our qualifications and workshops has allowed us to continue to develop coaches and leaders across Wales, with a total licensed number of coaches and leaders of 1621.

- With the introduction of online and blended course formats we were able to deliver 52 courses and workshops over the year, with opportunities to develop across both on and off-track pathway.
- 165 individuals have undertaken the Leading in Running Fitness qualification, with 51 new coaching assistants now able to support their local Athletics club environments.
- We have also 48 individuals taking the next step on their coaching journey to becoming Athletics Coaches, Coaches in Running Fitness, and Event Group Specialist Coaches.

**"We would like to say a huge thank you to all our incredibly dedicated tutors who worked tirelessly to adapt to an online and blended working environment, working with us to ensure the new look qualifications were a success."**

*Zoe Brown, Coach Development Manager*

2021 so far has been the year for progress in relation to our coach development offer



## Leader and Coach Assistant Support Initiatives

We recognise that becoming a coach or leader can be a daunting challenge and at times fresh off a course individuals can be thrown in the deep end. In response to the relatively high run-leader churn rate seen since 2015 the 'Run Leader Champion Scheme' and the 'Coach Assistant Support Programme' have been put in place.

These initiatives provide a safe space for new coaching assistants and leaders to develop, ask questions, and reinforce newly acquired skills and knowledge, whilst building confidence to deliver regularly in their respective environments.

## Regional Coach Development Programme

In September 2021 Welsh Athletics launched the new-look Regional Coach Development Programme – a modular, 6-day practical development opportunity set across a 2-year period designed to ensure coaches have the opportunity to develop alongside athletes. As a developing coach we understand that it is vital to have the opportunity to continue growing knowledge, skills and experience to support creation of effective, safe and fun daily training environment.

The Regional Coach Development Programme will create opportunities for all developing Coaching Assistants and Athletics Coaches, across all event groups, to come together to continue on their learning journey, with the hope of inspiring them to take the next step on the development pathway.

### Regional Coach Development Programme Aims:

- To introduce a holistic and process-focused approach to long term athlete development
- To develop coaching knowledge, skills and behaviours to support “brilliant basics” in the early stage of event group development
- To develop a collaborative and skilled coaching network across each event group in every region of Wales
- To improve coach retention and encourage developing across the pathway
- To provide fun and engaging training environments where everyone can enjoy the sport



## Athlete to Coach Programme

In April 2021 we launched the ‘Welsh Athletics Athlete to Coach programme’. This programme is aimed at encouraging current and retired senior Welsh representative athletes to become proficient and confident coaches. This is part of our mission as an NGB to value our athletes throughout their careers. We have 13 individuals on the programme across the event groups with 92% having completed the first step on their chosen coaching pathway, and 11 of them now actively in coaching or leading in club, group, school or WA programme environments across Wales.

**“Welsh Athletics is committed to supporting the development of the next generation of coaches across Wales. We have been guilty in the past of allowing athletes to drift away from the sport once their competitive days are finished. This will no longer be the case - we want to retain our talent, and hopefully use their experiences to help develop the next generation of athletes. I hope in the years to come we see a number of athletes who have competed at the highest level, supporting the development of future Commonwealth Games athletes across all parts of the pathway. Welsh Athletics will do all it can to retain the talent, and retain the experiences and help to develop a wider coaching network across Wales.”**

*James Williams, CEO*

# #BetterEnvironments #BetterSport

**STRATEGIC AIM:**

**Lead the Way - Demonstrate our commitment to equality and diversity .**

## Grangetown to Track Project

Over the summer Welsh Athletics partnered with the Grange Pavilion & Grange Youth Forum to deliver a Leading Athletics workshop to young people from the local community. Amhed, Aymen, Spragga, Waseel, Amin, and MB (aged between 16-19) learnt new skills and enhanced their existing communication and organisational skills in order to deliver fun and engaging athletics activities to children. These individuals supported local coaches from Cardiff Athletic Academy with sessions at Grange Pavilion and it is hoped that they will progress on to continuing these sessions in the future, increasing the opportunity for children to get involved in athletics in the Grangetown area.

Moving forward it is hoped that the new leaders will have the ambition to enhance their own personal development by completing a recognised NGB leadership certification.



## Supporting female coaches

Based on analysis of gender of Welsh coaches across the pathway in January 2021 there was a disparity of female coaches going onto develop as Athletics Coaches (33%), CiRFs (39%) and Event Group coaches (12%). The inception of the #Unite Female Coach Initiative was about celebrating those coaches who are currently excelling at what they do and provide a platform to inspire others.



Fourteen Female Coach Ambassadors are being supported on their development journey by five of the most renowned female performance coaches in the UK.



Another 10 female coaches received funded support to take the next step on their pathway, all of whom play key role in sustainability of their club or group provision providing opportunities for athlete of all ages, stages to experience and enjoy our wonderful sport.

**This project has been part of a wider initiative to bring athletics to the children of Grangetown and is the start of a new partnership between Cardiff Athletics and Grange Pavilion.**

## Welsh Athletics Guide Running Workshop partnered with DSW



In conjunction with the Welsh Athletics vision of creating opportunities for all to enjoy the sport of Athletics and Running, we partnered with Disability Sport Wales, with contribution and support from Guide Dogs Cymru, to develop our very own Guide Running workshop. The workshop explores the various types of visual impairment, tips for operating safely whilst guide running and how to make your running sessions visually impaired friendly. Since launching in this September there are now 28 individuals from across Wales who have the potential to provide safe and fun guided running opportunities for runners and athletes.

Looking forward we will be launching a new Run Leader Development Pathway to encourage more of our fantastic leaders to consider becoming a Coach in Running Fitness (CiRF).

The Energy System & Running Economy, and Athlete Planning & Profiling workshops are designed to introduce themes that will be further developed in the CiRF qualification, giving Run Leaders a taste of what kind of coach they could be.

## Para Athletics Coach Initiative

In July of 2021 Welsh Athletics partnered with Disability Sport Wales to create the Welsh Athletics Para-Coaching Initiative. This initiative aims to create an increased awareness of a network of coaches and inclusive training opportunities for all young people across Wales. This network of coaches will help to provide opportunities for individuals who identify an interest in Athletics through the DSW Inspire Signposting process and Performance Hub Pathway, as well as continuing directly through their own club provision. The partnership will also offer coaches the opportunity to develop the knowledge, skills and coaching process when working with athletes with variety of impairments and classifications.



## Thank you

Thank you to all our wonderful leaders and coaches for enduring an unprecedented 18 months in the Sport. Our coach and leader community are key to the sustainability of the Sport, but perhaps more importantly to continue to provide a wealth of physical, and mental health and well-being opportunities for the nation of Wales. This is something we value greatly and are very proud to celebrate as an Athletics & Running family.

# PERFORMANCE & PERFORMANCE DEVELOPMENT

**Chris Jones**  
Head Coach



*Adele Nicoll celebrates hitting the Commonwealth Games nomination standard.*

## STRATEGIC AIM:

**Inspire - "Ensure Wales is represented at every Global and European Championship"**

## Tokyo 2020 – Olympics and Paralympics

2021 was a very special year with the delayed Olympics happening and it was amazing to see both Jake Heyward and Joe Brier both competing in Tokyo. Jake and Joe have been supported in their development by the Welsh Athletics Talent Pathways, and both continue to be an inspiration to young athletes starting out on their athletics journey.

## European U20 & U23 Championships

There was redemption for Jeremiah Azu (Cardiff Athletics) as he took 100m Gold in the European U23 championships having pulled up injured two years prior when leading the U20 final. His clocking of 10.19 on route to the final also gave him the Commonwealth Games nomination standard and moved him to second on the Welsh all-time list behind Christian Malcolm.

Wales were represented in the under 20s European Championships by the ever improving Osian Perrin (Menai Track & Field) where he finished 5th in the 5000m final.

## Birmingham 2022

With 12 months until the 2022 Commonwealth Games the return of competitions and the easing of training restrictions was key if we are to achieve a stretching target of 75% of athletes selected for the Commonwealth Games in Birmingham perform at a level equal or better than their personal best.

Despite the toughest of Nomination Standards being set we have had 16 Athletes achieving the Nomination Profile in 2021:

- Jake Heyward
- Melissa Courtney-Bryant
- Dewi Griffiths
- Josh Griffiths
- Kristian Jones
- Jeremiah Azu
- Natasha Cockram
- Osian Jones
- Jac Palmer
- Charlotte Arter
- Adele Nicoll
- Amber Simpson
- Clara Evans
- Bethan Davies
- Rosie Edwards
- Piers Copeland



In addition to these athletes there are currently an additional 21 athletes who are within 2% of achieving their respective Nomination Profile Marks.

High levels of performance have been recorded throughout the Age Groups, a testament to all athletes and especially their coaches who have had to adapt and improvise over the last 18 months.



Welsh Athletics International Kit with new kit sponsor JOMA

## There have been key events in 2021:

- Loughborough International, 55 Athletes and team of support staff attended the Loughborough International. This was the first opportunity in 18 months for athletes to compete for Wales in a Track and Field Competition and the athletes all took full advantage of the occasion with strong performances. This was also the exciting launch event for the new Welsh Athletics x Joma Competition Vest.
  - Loughborough was followed by the Manchester International an exciting for Senior Athletes to achieve Commonwealth Games Nomination Marks and for the first time U20 Athletes competing at the same international match, 70 athletes were selected to compete in this high-profile event.
  - It was also pleasing to see the return of both the 5k and 10k Welsh Road Running Championships returning with very strong performances including a Welsh Record for Charlotte Arter in the Welsh 5k Championships.
  - Slightly longer, but still on the Road the Anglo Celtic Plate returned in 2021. Jack Blackburn, Daniel Weston, Iain Ridgway, Matt Rees, Jeremy Mower and Andrea Rowlands headed to County Kildare, Ireland to take on the challenge of 56 laps of an undulating 1.804Km Course. Overall, a very positive opportunity for all athletes to compete and learn in a challenging event.
  - Our Junior Athletes took on the challenge of The British and Junior Mountain Running Championships, 13 athletes competed in County Down, Northern Ireland, all having a highly positive experience in what is a key development event on the Talent Pathway for this event group.
  - Developing Event Groups is an integral part of the Performance Teams Strategy; hence it was great to see four rising Heptathletes compete at the European Combined Events Challenge in Manchester. Wales were strongly represented by Lauren Evans, Lauren Davey, Grace Morgan and Jodi Beynon. During the competition the athletes were supported by Mike Guest (Team Coach), Oliver Wilding (WA Physio) and Fyn Corcoran (NTDC Jumps and Combined Events).
  - September and October were a very busy month for our younger age group athletes, Wales returned to the UK Schools Games, SIAB a few months later than normal took place and 36 young athletes made the trip to be part of the London Mini Marathon. There were high levels of performances across the competitions a reflection on the success of the Regional and National Development Programmes.
- British Championships returned at all Age Groups, whilst they have been challenging it's a testament to resilience and resourcefulness of athletes and their coaches that we have seen so many amazing performances.

**The journey into 2022 begins, a Commonwealth Year, always a very special opportunity for Welsh Athletes, but also a World, European and Age Group Championships to navigate, an exciting year.**



# COMPETITION

Rhiannon Linnington-Payne  
Head of Competitions

## STRATEGIC AIM:

**Own it - Develop the competition pathway to support long term athlete development and retention.**

We were delighted to see a return to an almost complete Track & Field competition programme this summer after an incredibly disrupted 18 months, and the continuing popularity of the event-specific format was very pleasing to witness. With numerical restrictions in place for events throughout the majority of the season in Wales, many of these events were operating at full capacity and provided welcome opportunities for our athletes across age groups to return to competitive athletics.

A number of junior competitions were also successfully delivered with a shift towards a multidisciplinary approach for the U11 & U13 age groups, which we hope will be the start of a successful roll out of more of these competition formats in 2022.

## STRATEGIC AIM:

**Unite - Ensure Athletics is a safe and inclusive sport for all.**

As part of our aim to ensure that all event groups have access to quality competition opportunities in Wales, 2022 saw the inclusion of a Combined Events Challenge into the Senior Championships for the first time.



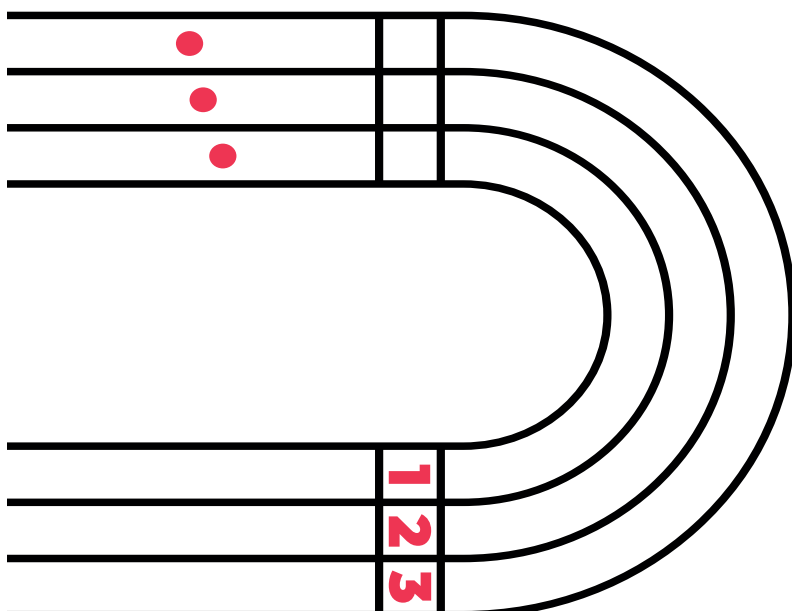
In partnership with British Athletics we also delivered a successful fully para-integrated competition running alongside a UK Classification clinic - **the first to take place in Wales in eleven years**, allowing five athletes to be newly classified and observes in competition across the same weekend.

## STRATEGIC AIM:

**Innovate - Build new collaborations to support innovation in competition provision.**

As part of our ongoing objectives to improve stakeholder experiences at our events and to support competition providers, significant investments have been made around our technology provision for competitions.

New digital clocks allow confirmation and display of track results whilst athletes are still in the finish area and the purchase of a chip timing system will allow us to provide an electronic results service to our off-track competition providers who may not otherwise have access to such technology.





**STRATEGIC AIM:**

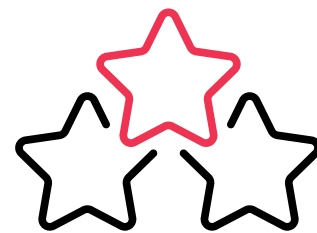
**Inspire - Deliver World Class Events that showcase our sport throughout Wales and the rest of the World.**

August brought about the relaxation of restrictions for numbers at events, meaning that our Senior & U15 Championship weekend was able to go ahead with virtually no restrictions. Performance standards across all disciplines were exceptional, particularly given the level of disruption to preparations in Wales, and we were delighted to be able to provide the platform for three Welsh athletes to produce Commonwealth Games nomination standards, and a further two standards came from athletes from other Home Countries.

The reversal of the sprint events to run with the prevailing wind was a feature that proved popular with sprinters across the United Kingdom, along with the use of two brand new throws areas that have been built as part of the on-going development to the Cardiff International Sports Campus facility.

The return of larger road, multi-terrain, mountain and trail events was a welcome one, and after numerous postponements, we were delighted to welcome back championships for these disciplines.

After plenty of uncertainty, we have now seen Welsh Championships for the 5K and 10K and Trail disciplines in 2021, with the Marathon and Half Marathon events still to come this calendar year along with many of Wales' major road running events.



# OFFICIALS

**Zoe Holloway**  
Officials & Volunteer  
Development Officer

## The first virtual Officials & Volunteers conference



**Licensed Officials figure**  
(600 target by 2026)



**Target by 2026 -**  
Ensure 80% completion rates  
for official's education.

### STRATEGIC AIM:

#### **Unite - Recruit & support officials to remain active.**

Sunday 7th March saw the staging of the first-ever virtual Welsh Athletics Officials & Volunteers Conference, under the banner of the **#Unite Conference Series**. It was great to see almost **100 volunteers** and club officials registered for the afternoon. The opportunity to network, connect and learn through a virtual medium was well received by those in attendance from across Wales and even outside of Wales engaging throughout the afternoon sessions.

**The afternoon saw over 65 delegates in attendance, making it the biggest officials' conference held to date.**

As part of our recognition to the Officials who support numerous events throughout the year. Without their continued support no event would be possible. In 2020, during our Officials satisfaction survey it was highlighted that our Officials would like more in the way of rewards for progressing to a new official level and length of service milestones.



**As part of our commitment to recruit and support officials, we launched the Welsh Athletics Officials Reward Scheme.**



# VOLUNTEERS

## STRATEGIC AIM:

**Unite - Recognise and value the contribution made by active volunteers.**



Following the conclusion of Volunteers' Week 2021, we launched the Welsh Athletics Regional Volunteer Awards to recognise and value the contribution made by active volunteers in club and regional activity across the four regions.

## North Wales

- Neal Hockley (Eryri Harriers)
- Owen Chesher (Maldwyn Harriers)
- Patricia Masterson (Menai T&F)
- Sue Rodgers (Prestatyn Running Club)

## East Wales

- Martyn & Jeanette Jenkins (Fairwater Runners Cwmbran)

## South Wales

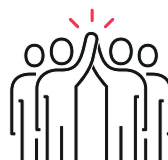
- Liz Davies (Ogmore Phoenix Runners)
- Stuart Davidson (Bridgend AC)
- Jamie Clode (Heath Massive runners)
- Iwan Dowie (Cornelly Striders AC)
- Dawne Meynell-Western (Rhondda Valley Runners)
- Chris Pratt (Ogmore Phoenix Runners)
- Martin Bell

## West Wales

- Dai Dix (Swansea Harriers)
- Catherine Collins (Swansea Harriers)

We had 22 individual volunteers support the 2021 Welsh Junior and Senior Championships. This is the largest group of volunteers supporting the competitions.

### Junior Champs



**Saturday** 14 volunteers  
**Sunday** 9 volunteers

### Senior Champs



**Saturday** 4 volunteers  
**Sunday** 6 volunteers

## Award of Honour

Jeff Aston

Dic Evans

Kevin Evans MBE

Dorrian Thomas

Sue Hooper

Rob Hooper

David Jones

## Meritorious Awards

Lynne Brier

Marc Hobbs

Chris Price

Andrew Jenkins

Sharon Leech

Kevin Tobin

## Athlete Achievement Award

Neil Horsfield

Steve Brace

Hilary Thomas (nee Hollick)

Catherine Murphy

Sarah Moore

# AWARD RECIPIENTS IN 2020

Kevin Evans MBE receives his Award  
of Honour from Dewi Griffiths





Terry Goodridge receiving his Award of Honour at this year's Welsh Junior Championships in Newport.

## LIFE MEMBERS OF WELSH ATHLETICS

### Notes on the history of the awards

The awards were first introduced by one of the predecessors of the governing body in Wales - the Welsh AAA in 1952 with the Award of Honour. This was followed in 1954 with the Meritorious Award which is intended to honour individuals with less service than the Award of Honour.

For individuals who have made a long and exceptional contribution to athletics in Wales, further recognition was established in 1989 whereby a small group of individuals are honoured as Life Members of the association.

The Lifetime Achievement Award was introduced by the newly formed governing body Welsh Athletics to coincide with the inauguration of the Hall of Fame Awards for retired athletes in 2007. The Lifetime Achievement Award is for individuals who have given outstanding service over a minimum of 40 years.

Finally, the Athlete Achievement Award was introduced in 2018 for athletes who are unlikely to achieve the criteria for entry into the Hall of Fame.

A full list of recipients of all awards and a detailed criteria for nomination of the awards can be found on the WA website.

<b>1989</b>	Raye Evans *
	Ken Harris *
	Ron Evans *
<b>1991</b>	Bill Evans *
	Margaret Elgie *
<b>1992</b>	Frank Ireland *
<b>2001</b>	Lynette Harries
<b>2002</b>	D. Hedydd Davies
	Ivor Adams
<b>2003</b>	Gwilym Evans *
	J. Barrie Owen
<b>2004</b>	Alan Currie
<b>2005</b>	David Alun Williams *
<b>2007</b>	John H. Collins *
<b>2009</b>	Jan Evans
	Keith Matthews
<b>2015</b>	J. Clive Williams
<b>2017</b>	John Penny
<b>2019</b>	Joyce Tomala



**WELSH ATHLETICS**  
ATHLETAU CYMRU