

Welsh Athletics Board Meeting Minutes

6th December 2021

Meeting held remotely via video link

Present: Steve Perks (Chair) (SP), Sue Alvey (SA), Bernie Plain (BP)
Tom Overton (TO), Helen Adams (HA), Jonathan Ford (JF), Lorna Kerr (LK)
James Williams – CEO (JW), Chris Jones (CJ), Rebecca Rothwell (RR), Ian Beattie (UK Athletics)
Kerry Chown (Cobalt HR)

Papers circulated in advance:

REPORTS

1. Apologies for Absence

Nick Everitt (NE)

2. Declaration of Interest

TO – currently employed with Cardiff met, WA are working in partnership with Cardiff met to develop a talent hub.

The board would like to pay tribute to the following individuals who have recently passed away;

- Gill Regan (LJ Welsh titles, Welsh record holder)
- Terry Davies – Carmarthen Harries 1970 Commonwealth Games
- Glyn Selway - Newport Harriers

3. Previous Minutes & Actions

Board discussed previous meeting minutes and actions. **Since previous meeting Mark Munro is now interim CEO at UKA.** The AGM approved the financial statements, the UKMC AGM will be happening in the coming week where SP will be present.

UKA Transgender policy released since last meeting. Chairs have met to discuss the policy and JW requested support from Sport Wales regarding the Transgender policy.

SP gave an update on Run 4 Wales.

ACTION:

- Add NL to previous minutes
- Update AT to TO on minutes

4. To receive an update on UK Athletics

Ian Beattie, the new chair of UKA shared his vision for UKA and importance of working together to achieve a sport to be proud of.

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UKA focus is performance, event strategy, and commercial partnerships.

Communication has been at the forefront to ensure partners are supported to achieve the best for the sport. Structural changes have been made within the communication department and will be reporting to the CEO & board directly. Non-exec members with a comms background have been recruited to the board to provide guidance.

UKA are aware that there is a lot of work to do to retain and recruit officials. HC have produced the official's strategy and is encouraged to ask clubs to help attract officials.

How will UKA support employee with the new structure and retain employees. – UKA are being more transparent and senior management to lead in how UKA should be executed.

5. To receive an update on Commonwealth Games Preparations

The CWG facilities and transport links have been viewed by the team.

Preparation Camp Update – due to covid the preparation camp has been deemed a high risk, so the team have decided to have a holding camp in the Vale of Glamorgan 4/5 days prior to the Games.

There will be a Speed, Throws & Endurance camp going ahead in January.

To ensure the best preparation for the games, nominations will be done early to allow the athletes to prepare accordingly.

6. To receive a report on Board appraisal

KC gave a summary of the board appraisal to the board. The results have showed that WA is a strong organisation and there is an appetite for continued development. KC gave the recommendations to the board and the next steps.

The board will arrange a day in the new year for the board to meet and focus on strategy.

Due to the impact of covid on the sport, senior management have requested that the strategy is refreshed. Future board appraisals will include CEO and members of the senior management team to provide feedback on the board.

ACTION: Board members to send any training requirement.

7. To set Board priorities for 2022

Action: JW to email an agenda for away day for board to provide feedback.

8. To receive an update on Safeguarding

JW gave an update on a current case. WA & UKA have issued a lifetime ban in the discipline. WA have been asked to issue a public statement on the website.

ACTION: Person considered has been given an award and the award panel will put forward a recommendation for the award to be removed.

9. To receive the following reports

a. Finance – NE

JW gave a finance update. Due to covid some activities have not been able to take place or have done in a lower capacity. Membership/ event license / Coach education is lower than expected which has led to the budgeted targets being evaluated. The budget is now showing a small deficit.

The investment fund is doing well.

WA is now looking at VAT registration from 1st Jan 2022

b. Equality – HA

HA gave an update from the groups previous meeting.

SP - Sport Wales have organised of all the chairs from NGB's. A new forum for the chairs for a chance to discuss issues NGB's face.

JW – Regarding the transgender, Standards, ethics, and rules group in UKA have set up 5 key principles for decisions to be based on.

ACTION: JW to send the principles to board members to review.

c. Governance – NL

Environmental sustainability was discussed, and the group are unsure where this will sit within the organisation. NL has requested that environment sustainability to be a theme on the away day.

AGM – how do board members manage situations to ensure the experience is balanced and enjoyable.

d. Development & Participation – TO

The team are having regular discussions with clubs. The group identified key areas to focus on in the coming months. The team feel they are now able to be proactive instead of reactive.

e. General Council – SA

Regional councils – meeting with chairs and secretaries to provide training

Request for an update regarding members council and an update on the UKA strategy from the chair at the next general council meeting.

Some regional councils had not had their meeting yet, the consensus at the meeting said they would like regional competitions to continue and that they would be supported.

Recruitment and retention of officials – the group decided that this item would be best to be discussed at the next officials conference.

JW- WA will host a Welsh specific officials forum where the UKA strategy will be discussed and what it will mean for Wales.

f. CEO

Covid is still at the forefront of the business and is every changing.

Small delegation going to Dublin for the Euro cross-country and will be attending a workshop to explore the possibility of Wales hosting a future Euro cross-country event.

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Club structure review – WA have challenged the development team to identify the different levels of clubs and the different support needed for those clubs. WA staff are currently delivering the projects which isn't sustainable.

10. Reflection on Risk

11. Any other business

12. Date of next meeting

ACTION: JW to email dates to the board for away days