

## Minutes of the meeting of the General Council (GC) Held on Tuesday 14th January 2020

*Sport Wales National Centre, Cardiff, video linked\* to Plas Menai National Outdoor Centre, Caernarfon*

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<i>Present:</i>	Graham Webb	(SA)	Vice Chair of General Council.
	Joyce Tomala	(JT)	Regional Representative – East Wales.
	Lynette Harries	(LH)	President – Welsh Athletics.
	Dai Williams	(DW)	Welsh Schools Representative.
	Lynne Brier	(LB)	Regional Representative – West Wales.
	James Williams	(JW)	Head of Operations - Welsh Athletics.
	Tony Clements	(TC)	Regional Representative – West Wales.
	Jamie Clode	(JC)	Secretary of General Council.
	Chris Moss	(CM)	Head of Development and Participation – Welsh Athletics.
	Rob Sage	(RB)	Head of Corporate Services – Welsh Athletics
	Alan Currie	(AC)	Representing Officials Committee
	Sue Alvey	(SA)	Chair of General Council
	Richard Sheehy	(RS)	Regional Representative - East Wales
	John Hatton	(JH)	Regional Representative - North Wales
	Arwel Evans	(AE)	Mountain and Trail Committee

*Papers circulated in advance:*

Head of Operations Update January 2020	Item 5
Final Minutes General Council November 2019	Item 9

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### **1. Apologies for Absence**

Sharon Leech (Road and Cross Country Committee), Dic Evans (Mountain and Fell Committee), Lucy Archer (Regional Representative – South Wales), Sue Hooper (Officials Committee )

### **2. Declarations of Interest**

None declared

### **3. WA Staffing Update (JW)**

JW: Gave a presentation of the new staffing structure to be in place. With Matt Newman stepping down JW will become Interim CEO. Previous structures had shown to have no progression plan and had gaps in the staffing structure. The new structure will have 4 main pillars and encompass all roles within these towers.

LH: Asked about if Welsh masters are now a limited company and how they can work with Welsh Athletics. JW advised that they were, and that athletes are often confused over how the two bodies are aligned. Welsh Masters wish to continue as is and not integrate further with Welsh Athletics.

JT: Asked for clarification on who is undertaking Head of Competition role. JW confirmed Tom Marley will be fulfilling role throughout indoor season.

GW: Asked if the new aligned structure allow for any reduction in staff numbers. JW advised that the current remit is significant and there are possibly not enough numbers to deliver all elements. Often individuals are performing a number of roles, there is no drive to reduce head count.

### **4. Competition Proposal (JW)**

JW talked through the proposed amendments which had already been delivered to T&F Committee. The proposals are looking address a key challenge around athlete retention. Overall athlete membership is up, but junior membership is down. JW highlighted that the Sport needs to continue moving forward. Enable athlete longevity and these are proposals are to be piloted and not immediate changes to the structure. Consultation will be had to around the removal of U13 champs. It is proposed to create a virtual Club League for U17 to Seniors. To build on the new entry platform, a new tooling set will be built to include insights and data analysis to monitor impact of changes and assist in future planning. The Welsh Indoor International will cease and Welsh Athletics will look to have a signature event in Wales focusing on the attraction of athletes, sponsors and creating a high-quality event.

SA: Added that from board perspective, Changes are required, these will not be easy, but need to take everyone forward, with a reiteration that these are proposals and not set in stone changes.

GW: Asked, shouldn't GC be directing? JW clarified that the board decide strategy, but we have some real challenges.

GW: Stated that the average career of an athlete is 7 years. There are some great ideas, but not sure how these will solve problems. JW advised that these will not solve but will help aid.

LH: The role of GC cannot affect progress; we should have a plan of what can be done and when. We should have special meetings to discuss items of change and gauge wider opinion. There are have been some concerns about parity in regions. We need to have more involvement from GC, regional councils and clubs.

JW: Stated we are here for the athletes; this is who we serve and need to engage.

JH: Advised that it feels like General Council has no power or weight.

AC: To keep people in sport you need incentive. Championships etc are something to aim for. JW responded to advise that the International pathway is being reviewed and is part of the next phase. SA advised that although proposals have been put forward, this is still work in progress.

TC: Although I fully support multi discipline, some of the groupings in the presentation appear unclear. JW responded to clarify that dropouts are across all junior ages.

JT: Asked what Welsh Athletics are going to do if clubs don't buy into it. JW responded that we need to be brave, the problem has been building and needs addressing

LB: When Presented to the Track and Field Committee, it as advised these proposals would be shared.

<b>Action:</b> JW to circulate proposals as previously agreed
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JT: Asked that the approach be taken to Consult and not dictate. JW advised further engagement will take place in the spring.

## **5. Head of Operations Report and Update (JW)**

The report was circulated in advance of the meeting. JW gave a verbal update and highlighted key areas including; Eight athletes being selected for Great Britain at the European Cross-Country Champs, Athletes being selected onto the Welsh Athletics Athlete Support Programme, four athletes selected to the UKA funding programme, performances at both British and Irish Masters Cross Country and the Schools combined events international, Matt Newman stepping down and the annual member equality survey.

## **6. Regional Matters**

North Wales Regional Athletics Council (JH);

### **1. What is the criteria for event licencing as there have been several clashes.**

JW advised that Welsh Athletics don't licence level 2 or IPC events. Most road running events use RunBritain which is quite robust. WA would only fail to issue a licence if standards are not met. Regional licence coordinators highlight any issues found in referee/adjudicator reports and these are then discussed. JH advised there have been issues with events being created but not having permission to take place. Discussion was held around how best to address this. Fees are dependant on number of entries. Suggestions were made around increasing participant knowledge around licencing, offering a fee for adjudicators (although acknowledged that all expenses can be claimed at present). JW to have a follow up discussion with JH.

## **7. Athletics Committees and Task Group Issues**

LB Provided updated from the track and field committee. JT has been appointed as Chair and Alan Currie provided a number records that were subsequently ratified. Some records were not permitted due to not meeting criteria. Fixtures have been reviewed, a few clashes identified. The highlight point at the meeting was the Inter Regional champs. It was found to be disappointing that regions couldn't provide a full response. JT proposed coordinating a meeting to take forward and finalise, which was agreed. JW added it would be great for the regions to take forward and get some support from WA. A financial grant etc.

<b>Action:</b> JT to coordinate a meeting with regions to finalise Inter Regional proposal
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## 8. Correspondence

LH has been contacted for clarification on who is managing a Para event in May. JW confirmed the event is licenced by the IPC and is not a Welsh Athletics event. GW confirmed that Cardiff AAC are supporting the event organiser.

## 9. AOB

JT – During last meeting it was requested that all members of the Junior Athlete voice be confirmed. This is yet to be received

**Action:** JW to chase up and share Junior Athlete Voice members

JT – During the performance update Steve/Adrian advised they would provide contact details. East would like these to be able to engage with individuals.

**Action:** JW to chase up and share contact details

LB – Provided clarification that is not representing the West

CM – Club modernisation grants are open to applications from tomorrow.

RS – Planning is underway for the new membership packs. Would like to look at options for scrapping plastic cards. Everyone agree that scrapping them would be the best way forward. Suggestions were made around use of an app or even a digital badge on membership profile to show registration

## 10. Date of Next Meeting

Meeting to be held March 5<sup>th</sup>.

*Please find below a brief report on behalf of the Road/ Cross Country Committee:*

- **Athletes successfully raced at the Bobby Rea Cross Country in Ireland and at the British Cross Challenge at Liverpool**
- **6 athletes represented GB at the European Cross Country Champs Matt Willis 9<sup>th</sup>, Bronwen Owen 7<sup>th</sup>, Kristian Jones 22<sup>nd</sup>, Charlotte Arter 7<sup>th</sup>, Jenny Nesbitt 29<sup>th</sup>, Cari Hughes DNF**
- **WA to advertise for race interest to host the IR 10K champs and the Welsh 10K series**
- **Leeds Abbey Dash 10K unfortunately was a short course, however Welsh athletes ran well at Telford and Corrida de Houilles, Paris**
- **HCI and Celtics at Stirling weekend of 11<sup>th</sup> Jan, originally no WSAA team intended due to budget restrictions, however WSAA board decided to field a team**
- **Some endurance athletes currently being supported at a warm weather training camp at Aiguilas Spain**
- **Teams announced for the Barcelona Half and shortly to be selected for the Armagh 5K**
- **Successful races held at Nos Galan, won by Kris Jones and Issy Morris**
- **2019 UK rankings include the following:**
  - **10K: Josh Griffiths 10<sup>th</sup> 28.41, Jonathan Hopkins 19<sup>th</sup> 29.01**
  - **10K: Charlotte Arter 12<sup>th</sup> 32.45, Jenny Nesbitt 13<sup>th</sup> 32.52, Clara Evans 17<sup>th</sup> 33.07**
  - **HM: Dewi Griffiths 3<sup>rd</sup> 61.44, Josh Griffiths 18<sup>th</sup> 64.23**

- **HM: Charlotte Arter 2<sup>nd</sup> 69.40, Clara Evans 13<sup>th</sup> 72.49, Jenny Nesbitt 17<sup>th</sup> 73.14, Rosie Edwards 20<sup>th</sup> 74.13**
- **Marathon: Dewi Griffiths 3<sup>rd</sup> 2.11.46, 7<sup>th</sup> Charlie Hulson 2.14.22, 8<sup>th</sup> Josh Griffiths 2.14.25, 9<sup>th</sup> Andrew Davies 2.14.36**
- **Marathon: Natasha Cockram 5<sup>th</sup> 2.30.49, Eli Kirk 12<sup>th</sup> 2.34.35**