

Welsh Athletics Board Meeting Minutes

25th November 2024.

Meeting held remotely via video link.

Present: James Williams [JW] , Philip Draper [PD], Steve Perks [SP], Jonathan Ford [JF] , Laura Mason [LM] , Katy Evans [KE] , Chris Gough [CG] , Andrew Thomas [AT] , Dan Clements [DC] , Tom Overton [TO] , Eleanor Cartlidge [EC]

Apologies: Catherine Lewis, Lynne Brier, Lorna Kerr

1. Welcome

SP welcomed the Board

2. Declaration of Interest

None declared

3. Previous Minutes and Actions

The previous Minutes were accepted

4. Staff engagement survey

EC presented the staff engagement survey results to the Board.

Action to follow up in Jan meeting after many questions were raised regarding highlighted engagement survey issues.

5. Finance report

AT presented the finance report with a finance dashboard, an overview of current performance, risks and opportunities (4-year forecasting, budget review, external VAT review), and the impacts of the chancellor's budget with NIC, NLW and 0-hour contracts.

6. Updates / Reports / Information for circulation

- a. **Finance** – as above
- b. **EDI** – JW highlighted that a recruitment drive for an EDI lead is needed
- c. **P&C** – there is an ongoing project within the subgroup to improve performance management
- d. **D&P** – the development and participation sub-group are looking at tackling capacity issues (better use of WA resources)
- e. **Performance** – DC reported on the performance sub-group and their work on the development of the coach education structure. SP presented on the CWG with the hopes for more information in January.
- f. **GC** – JW presented on behalf of the general council on the proposal to open entry for all junior age groups to all athletes who are 1st claim to a WA club regardless of eligibility.

The Board approved the decision around Championship eligibility.

7. CEO report

JW presented a CEO report which included updates on his objectives as well as departmental positions.

The UKA/HCAF updates were given including the age group proposal work.

JW finally presented on the plans for a Women's running conference in March 2025 and the work surrounding women's safety.

8. AOB

The three things JW is proudest of were asked by JF, these included the work with the Daily Mile, the success of the Cardiff Cross Challenge and all of the effort and hard work WA staff put in.

KE gave an update from Sport Wales which included continuing to work with the WA senior management team, the upcoming Chair forum, and how the decision-making framework has been lifted as best practice

CG updated on funding opportunities in the sector.

TO requested the picking up of the staff values work.

9. Date of 2025 meetings

27th January

31st March

19th May

16th July (joint with GC)

29th September

24th November