



WELSH ATHLETICS
ATHLETAU CYMRU

ANNUAL REPORT

2024/2025



Jeremiah Azu becomes World Indoor
60m Champion in Guangzhou, China.
Photo Credit: World Athletics/UK Athletics

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FOREWORD

Steve Perks | Chair of Welsh Athletics



2025 has proven to be a good year for our athletes with a number of them representing not only Wales at International level, but also Great Britain and Northern Ireland. It must also be mentioned that one particular athlete, namely Jeremiah Azu surpassed himself in achieving world renowned status by winning not only the European Indoor 60m title but also the World Indoor 60m title. As stated last year, the sport is moving in the right direction not only from a competitive viewpoint but also in other important areas. It is pleasing to see so many women participating in our sport with numbers increasing year by year, and the women's conference earlier in the year was a reflection of this success.

Yet again, as we all know, the financial climate facing the sport is challenging, but every member of the board along with the staff working for Welsh Athletics are determined to ensure that a full array of activities are available to both our present athletes, and for future athletes who are embarking on their journey.

Yearly Welsh Athletics depend on the army of volunteers, officials, club volunteers, coaches and parents who give of their own time to ensure that this sport is presented in the best of light.

As a sport we look forward to 2026 when once again we will be preparing for a Commonwealth Games, this time in Glasgow. The opportunity to represent Wales as a nation at an International Athletics event does not arise very often, and I know that once selected, our athletes will be supercharged to make the most of their opportunity. Forward to Glasgow then.

Mae 2025 wedi profi i fod yn flwyddyn dda i'n hathletwyr gyda nifer ohonynt yn cynrychioli nid yn unig Cymru ar lefel ryngwladol ond hefyd Prydain Fawr a Gogledd Iwerddon. Rhaid sôn hefyd bod un athletwr penodol sef Jeremiah Azu wedi rhagori ar ei hun wrth gyflawni statws byd-enwog trwy ennill nid yn unig teitl 60m Dan Do Ewrop ond hefyd teitl 60m Dan Do'r Byd. Fel y nodwyd y llynedd, mae'r gamp yn symud i'r cyfeiriad cywir, nid yn unig o safbwynt cystadlu ond hefyd mewn meysydd pwysig eraill. Mae'n bleser gweld cymaint o fenywod yn cymryd rhan yn ein camp, gyda'r niferoedd

yn cynyddu o flwyddyn i flwyddyn; ac roedd cynhadledd y menywod yn gynharach yn y flwyddyn yn adlewyrchiad o'r llwyddiant hwn.

Unwaith eto, fel y gwyddom i gyd, mae'r hinsawdd ariannol sy'n wynebu'r gamp yn heriol, ond mae pob aelod o'r bwrdd ynghyd â'r staff sy'n gweithio i Athletau Cymru yn benderfynol o sicrhau bod ystod lawn o weithgareddau ar gael i'n hathletwyr presennol ac i athletwyr y dyfodol sy'n cychwyn ar eu taith.

Yn feunyddiol mae Athletau Cymru yn dibynnu ar fyddin o wirfoddolwyr, swyddogion, gwirfoddolwyr clwb, hyfforddwyr a rhieni sy'n rhoi o'u hamser eu hunain i sicrhau bod y gamp hon yn cael ei chyflwyno yn y goleuni gorau.

Fel camp rydym yn edrych ymlaen at 2026, pan fyddwn unwaith eto yn paratoi ar gyfer Gemau'r Gymanwlad- y tro hwn yn Glasgow. Dydy'r cyfle i gynrychioli Cymru fel cenedl mewn digwyddiad Athletau Rhyngwladol ddim yn codi'n aml iawn, ac rwy'n gwybod, unwaith y cânt eu dewis, y bydd ein hathletwyr yn cael eu hannog i wneud y gorau o'r cyfle. Ymlaen i Glasgow felly!

Steve Perks | Chair of Welsh Athletics



CHIEF EXECUTIVE'S REPORT

James Williams | Chief Executive of Welsh Athletics



It's been another incredibly busy year for the sport across Wales – a year which has seen the sport in Wales continue to grow in all areas.

We have continued our aim of building the infrastructure of the sport, with a focus on supporting new competition providers, supporting facility operators and of implementing the changes in licensing for coaches and officials.



James Williams | Chief Executive of Welsh Athletics

Diversity & Inclusion

Welsh Athletics has made some significant progress in this area over the past few years – internally, there is huge commitment, passion and desire to remove barriers and ensure that the sport is as accessible as possible.

We are making significant progress across 2 key measurements – the Moving 2 Inclusion Framework and our work towards achieving the Gold standard for Insport.

Our work on the Insport standard will see us working closely with our clubs to ensure that clubs have the confidence to support athletes with disabilities, and to ensure that we have regional provision for racing wheelchairs and frame running.

We will also continue to increase competition opportunities for para athletes across Wales, in particular seated throwing events and wheelchair races (both on track and the road).

Our ambition is about making the sport more inclusive, and we will not be able to achieve this without the support of our clubs and members. We have already seen the desire from our clubs to achieve this collective ambition and I am excited to see this develop further over the coming year.

Finance

The financial challenges that the sector is facing is well documented. The last financial year saw the organisation putting in place a series of measures to off-set a funding cut that the whole sector received as part of the Welsh Government budget review.

Despite this, as ever, the staff and the organisation as a whole worked tirelessly to find further efficiencies and increase self-generated and commercial income.

The organisation has historically been dependant on funding from Sport Wales to support many of its activities. There has been a strategic intent over the past few years to mitigate this dependency by creating new income streams. Significant progress has been made in this space, and we will continue to explore new opportunities and funding routes.

This will hopefully reduce the risk of funding cuts impacting on our delivery of activities, and enable the organisation to look ahead and begin to invest in its IT and membership systems and services.

We cannot underestimate the pressure that some of our partners and suppliers are also facing. Many of our facilities



Home nations elite mens start

are run by Local Authorities or leisure trusts – all of whom have been impacted by recent cuts and inflation pressures. It is for this reason that we have had a focus on directly bidding for funds to support capital redevelopments across Wales.

We have had significant success in recent times, and we are delighted to confirm the successful grant application to resurface the facility at Haverfordwest and Swansea – close to a million pounds will be invested to safeguard the facility for years to come.

We will continue this work and have already begun discussions with facilities that are in desperate need for resurfacing.

Competition

We continue to look at ways of improving the quality and quantity of competition across all parts of Wales. Over the last twelve months we have been shifting our approach to competition delivery, with the aim of supporting existing and new providers to lead on the majority of domestic track and field competition as opposed to direct delivery.

This approach now sees a Throws series developing across South Wales, regular BMC competitions being delivered throughout the Summer, and a domestic event specific series being launched in North Wales to compliment the Junior League that was launched last year.

We want to continue this approach and to support more clubs to stage competitions to increase the number of

opportunities for young people and for new officials and volunteers.

What this approach also provides is the opportunity for Welsh Athletics competition team to take a more strategic approach to the competitions that it is currently delivering whilst also exploring new opportunities for our athletes.

An example of this was our ability to include the British Athletics European Under 23 trials within the Welsh Senior Championships. This provided improved standard of competition for our Welsh athletes, and delivered a wonderful two days of competition.

The British 5k Road Champs was also delivered this year, with the event being delivered in conjunction with Sportsshoes and Nike, it delivered a Welsh All-comers record and will now be replicated for the next two years – once again providing Welsh athletes with the opportunity to compete against the best in Britain.

Further cementing our position as a Nation that can deliver the best opportunities for athletes – this years Cardiff Cross Challenge will include the European Cross Country Championships mixed relay trial.

Of course none of this is possible without the support of our wonderful officials – they continue to support our sport week after week across all parts of Wales. We will continue to explore ways to increase our pool of officials, whilst also supporting the development of our officials – whilst ensuring we recognise their commitment at all times.

We continue to look at ways of improving the quality and quantity of competition across all parts of Wales

Sustainability



The impact of the climate emergency on sport is already clear to see, with several events being impacted by adverse weather over the last twelve months.

As a sport and as a Governing Body we have to play our part in tackling climate change. There are already several examples of our sport leading the way in this area, for example the Cardiff Half Marathon establishing the climate action fund, with over £17,000 being awarded to charities supporting climate action across Wales.

As an organisation we are constantly looking at how we reduce our carbon footprint, and will use the next twelve months to explore ways that we can support our competition providers and clubs to reduce its carbon footprint.

It is important that where possible we create an environmentally sustainable sport for future generation to enjoy – above all we must foster innovation and we would welcome the views of our members on how they feel our sport could evolve to meet this challenge.

Sport Wales

Our relationship with our key stakeholders in Wales continues to go from strength to strength.

We enjoy a very positive relationship with Sport Wales, and I must thank the CEO Brian Davies, Chair Dame Tanni Grey Thompson and the senior team for their support to the sector over the past twelve months, especially in tackling the financial challenges posed to the sector by Welsh Government funding cuts.

Through our annual programme of support, we have remained fully compliant through our UK Anti Doping framework, our governance capability framework, the financial governance framework, retained level 3 safeguarding and become only the second Governing Body across Wales to complete the Adult Safeguarding framework.



This work ensures that Sport Wales and in turn Welsh Government have full confidence in the way Welsh Athletics governs the sport and utilises public funding. This work never stops and we have developed action plans to further develop in areas such as safeguarding, anti-doping education and governance.

UKA/HCAF



Our relationship with UK Athletics and the Home Countries continues to go from strength to strength. It has been a challenging few years financially for UK Athletics, but it does appear that they are making good progress with the recent creation of Athletics Ventures to boost their event delivery capabilities. The new joint venture with Great Run Company and London Marathon has already shown what they can achieve with a superb London Diamond League event, and we look forward to seeing the impact of the European Championships in Birmingham next year.

Looking ahead, the desire to host the World Athletics Championships in 2029 will be a huge boost for the sport in the UK.

Welsh Athletics continues to work with UK Athletics to explore opportunities for Wales to increase its events portfolio. The past 12 months has seen the UK 5k road Championships take place in Wales, with the event committed for the next two years, and acting as trials for the World and European road running Championships.

This year also saw two long standing members of staff depart for new roles within UK Athletics. After 20 years of dedicated service, Chris Moss became the new Director of Development for UK Athletics, a key role that will see him providing guidance and leadership across areas such as coach/officials licensing and standards and supporting the legacy programme for Birmingham 2026. Throws lead Ryan Spencer Jones also departed for the same role at UK Athletics – one of the most respected coaches in the UK, it is superb to see him being given the opportunity to develop the event group UK Wide. My personal thanks to both Chris and Ryan for their support and dedication over many years at Welsh Athletics.

Looking Ahead

2026 promises to be a unique year for our sport. The UK will host two major Athletics Championships – the European Championships in Birmingham, and of course the Commonwealth Games in Glasgow.

Albeit the Games in Glasgow will be on a slightly smaller scale than in previous editions, it will no doubt still maintain the prestige for the athletes who will be competing in the Welsh colours.

Just as the athletes and coaches will be working tirelessly to ensure that their preparations lead to medals, so to must our clubs be ready to hopefully use the Summer of 2026 to attract new participants to our sport.

Aligned to this, we will be looking to launch a new junior offering for the sport – creating new environments that will hopefully see young people as young as four enjoying club athletics, with a new informal competition offering, a new introductory coaching license to encourage new volunteers into our sport.

All of this is part of our aim to ensure we establish a solid foundation for young people, with growth in volunteers who we hope will be our future coaches, run leaders and officials. Aligned to this is the continued growth in informal running activities – we cannot underestimate the impact that our sport is having across wider society. The number of social running groups that have started over the past twelve months is incredible – this is reflecting in the entries to local events.

Our responsibilities and ambitions as a Governing Body grows year on year – we will endeavour to support this ambition and continue to highlight the wonderful achievements from those who are part of the Athletics family across all of Wales.

Can I end by thanking the staff, our officials, coaches and run leaders and of course our athletes for their enduring commitment and passion to support every aspect of our sport. The Welsh Athletics family is unique and diverse, and we are proud to see this community grow year on year.

James Williams
Chief Executive



FINANCIAL STATEMENT

Chris Gough | Chair Finance Subgroup **James Williams** | CEO Welsh Athletics
Andrew Thomas | Head of Finance & People Welsh Athletics



£	2019/20	2020/21	2021/22	2023/24	2024/25
Income	1,782,552	1,541,130	1,972,869	1,791,311	1,742,803
Expense	1,823,704	1,543,062	1,976,274	1792,274	1,753,135
Operating Profit / (Loss)	(41,152)	(1,932)	(3,405)	(963)	(10,332)
Investment Revaluation	(22,278)	47,742	1,088	n/a	n/a
Total Profit / (Loss)	(62,430)	45,810	(2,317)	(963)	(10,332)

The challenge of funding our broad programme of work and driving future innovations for our members and the sport of athletics has continued at pace amid strengthening headwinds, most notably the continued reduction of grant funding and ongoing inflationary cost pressures.

Financial sustainability continues to be a key focus for both the Board of Directors and the management team. Using long-range financial forecasting, the impacts of rising inflation on staffing and purchasing were modelled alongside the anticipated decline in Sport Wales grant income.

These insights have guided strategic planning, enabling us to balance programme delivery within available resources while ensuring targeting investment funds are available for new initiatives that support innovative growth in key membership groups and modernise digital services for all.

This proactive approach enabled us to develop realistic budgets that were achieved, that are affordable long-term and strategically aligned. An emphasis on operational efficiencies and staff resourcing has been key to safeguarding investment into our sport for continued growth.

Income

The ongoing adverse impacts of the new funding model from Sport Wales were felt strongly this year. In 2024/25 Welsh Athletics received £49k less direct annual investment and £49k less in exceptional grants that previously supported sporting organisations with the ongoing national cost of living crisis.

There is a strong ongoing desire to **protect access to our sport for all** and so minimise or avoid where possible any cost increases to join, participate, compete or volunteer in athletics.

Changes to event licencing and membership registration fees were used to directly offset technology investments to sustain these services and part fund the services of the UK Athletics safeguarding team.

Growing numbers attending coach education courses helping to offset payment to England Athletics, who now administer central services for coach education, previously fulfilled by UK Athletics.

Efforts to diversify income streams into commercial work continues to be challenging with the rising costs of goods to be sold in merchandising reducing profits. Securing commercial sponsorship from external businesses continues to be particularly tough as many commercial organisations large and small face similar trading challenges in the prevailing economic climate.

The overall income for 2024/2025 was down to £1,742,803, a reduction of £48,508 on the previous financial year. Looking ahead to the 2025/26 financial year and the overall income budget for 2025/2026 is an improved £,1986,303 - due in large part to planned commercial activities with UKA, Cardiff Met and ActifNorth Wales realising new partnerships streams.

Expense

In response to the forecast income challenges and cost pressures, company overhead costs including staffing teams were carefully reviewed and restructuring exercises completed.

Adoption of software technologies for financial and HR operations, together with value for money procurement techniques achieved a reduction in overhead costs despite marked prices increases.

Total overheads costs were managed down to £170,409 a reduction of £10,926 on the previous year and now representing 9.7% of total expenditure (10.1% 2023/2024). Digitisation and software automations released

administration staff time to re-deploy a person part-time to minimise costs and ultimately reduce team staffing by one full-time equivalent person from September 2025.

The communications team moved from a team of employed staff to a greater use of contractors and internships, widening skills and flexibility for new initiatives whilst remaining financially sustainable.

Total payroll costs reduced by £47k in 2024/25 to represent 56% of total expenditure (58% 2023/24).

The overall expense for 2024/2025 was down to £1,753,135 a reduction of £39,139 on the previous financial year.



In response to the forecast income challenges and cost pressures, company overhead costs including staffing teams were carefully reviewed and restructuring exercises completed.



Investment strategy / Reserves



The organisation retains self-generated funds as working capital and for key financial risks. Since 2022/23 and the withdraw from investments in more volatile financial markets, retained funds are now held entirely as cash in interest bearing bank accounts. £13,920 of income from bank interest earned was achieved in 2024/2025 on funds held in short term notice accounts (£15,502 2023/24).

New ways of working

We continued to engage extensively with Sport Wales to explore ways to collaborate further as a sports sector; building financial resilience through effective and efficient ways of working and to consider future models of operating in mutually beneficial partnerships with other organisations.

Partnerships with external organisations continue to thrive with both funding and significant sporting benefits realised. In 2024/25 we received £36k from The Run 4 Wales Charitable Foundation and £24k from the Welsh Schools Athletics Association charity, as a contribution to the overall running costs of the Welsh Schools National and International competition programme.

The success of existing partnerships with Cardiff and Vale College and The Daily Mile Foundation continued, further adding to athletics opportunities for younger people and funds received this year.

The emphasis in 2025/26 remains strong governance and financial planning, a continued drive for cost efficiencies and a renewed focus on growth and innovation in membership, education and competition with that success, flows the financial resources to fully reinvest across athletics in Wales.

GOVERNANCE STATEMENT

Eleanor Cartlidge | Culture Lead and Business Coordinator

Welsh Athletics Board

This year we were delighted to welcome Nigel Walker to the board. Following his retirement from sport, Nigel has become one of the most respected administrators in British athletics, serving as Executive Director of Rugby at the Welsh Rugby Union and previously as National Director at the English Institute of Sport. His induction into our Hall of Fame in 2024 reflects his outstanding contributions across multiple disciplines.

The directors on the Welsh Athletics board continue to offer support through their sub-groups. Libby Steele (Welsh Athletics EDI lead) and Catherine Lewis (Non-Executive Director) are working together to re-establish the ED&I sub-group following Helen Adams' departure last year.



Governance Improvement Plan

The governance team across Welsh Athletics continues to align their work to a Governance Improvement Plan based on insights pulled from a Sport Wales Capability Framework from 2024.

The action plan focuses on certain areas of improvement from the framework including core governing documents and reviews, safeguarding children and adults, insurance and compliance with legal requirements, environmental sustainability, risk, the Board, organisational culture and behaviours, business development and financial procedures.

The action plan drives the work plans for the governance team and ensures essential and best practice initiatives remain at the forefront of delivery from within Welsh Athletics.

Welsh Athletics continues to encourage the Board to develop their skills with opportunities highlighted across the sector. We are in the process of organising a Board Away Day following expressions of interest from the directors.

Board Attendance Report

Member	Sep-24	Nov-24	Jan-25	Mar-25	May-25
Steve Perks	y	y	y	y	y
James Williams	y	y	y	y	y
Jonathan Ford	y	y	Apologies	y	Apologies
Tom Overton	y	y	y	y	y
Lorna Kerr	y	Apologies	y	y	y
Lynne Brier	y	Apologies	y	y	Apologies
Dan Clements	Apologies	y	Apologies	y	y
Chris Gough	y	y	Apologies	y	y
Philip Draper	y	y	y	y	Apologies
Catherine Lewis	y	Apologies	y	y	y
Laura Mason	y	y	y	y	y
Nigel Walker	n/a	n/a	n/a	y	y

Welsh Athletics Governance Structures Map



Board of Welsh Athletics
Chair Steve Perks | **Vice Chair** Nigel Walker



Board Subgroups

Performance Sub-Group [PSG]	Finance Sub-Group [FSG]	People & Culture Sub-Group [PCSG]	Equality, Diversity & Inclusion Sub-Group [EDISG]	Development & Participation Sub-Group [DPSG]	Performance Sub-Group [PSG]
 Chair Dan Clements Secretary Chris Type	 Chair Chris Gough Secretary Jess Hardy	 Chair Lorna Kerr Secretary Eleanor Cartlidge	 Chair Catherine Lewis Secretary Libby Steele	 Chair Tom Overton Secretary Hannah Baulch	 Chair Dan Clements Secretary Chris Type

General Council (Reports to the Board)

Chair Lynne Brier | **Secretary** Christine Vorres

Regional Councils (Reports to General Council)	Committees (Reports to General Council)	Athlete Groups (Reports to General Council)	Welsh Schools Athletic Association
 North Wales Regional Athletics Council Chair Kay Hatton Secretary Paul Brooks	 Track & Field Committee Chair Joyce Tomala Secretary Lynne Brier	 Young Athlete Ambassadors Chair Libby Steele Secretary Hannah Baulch	 Chair Jo Warner Secretary Andrew Jenkins
 East Wales Regional Athletics Council Chair Joyce Tomala Secretary Christine Vorres	 Road & Cross Country Committee Chair Kevin Tobin Secretary Sharon Leech	 Masters Advisory Group Chair Bernie Jones Secretary Jacqueline Brace	
 South Wales Regional Athletics Council Chair Lee Heyward Secretary Kyle Perry	 Officials Committee Chair Sue Maughan Secretary Sue Hooper		
 West Wales Regional Athletics Council Chair Rob Champion Secretary Nathan Jones	 Officials Endurance Committee Chair Nigel Jones Secretary Christine Vorres		
	 Trail, Mountain & Fell Committee Chair Matt Ward Secretary Arwel Lewis		

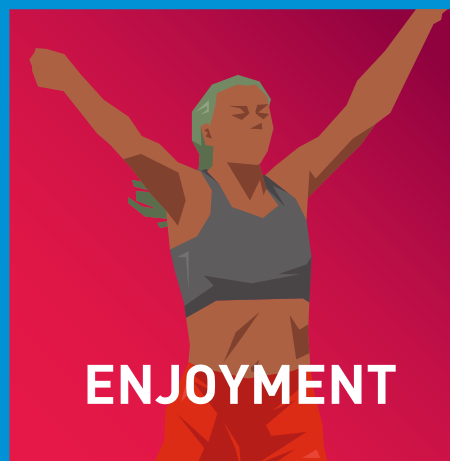
PEOPLE & CULTURE

Eleanor Cartlidge | Culture Lead and Business Coordinator



Values

A key piece of culture work undertaken in 2024 was the rewriting of the organisational values. A working group, led by Eleanor Cartlidge, was brought together to refine values voted for by the whole team at a staff day earlier on in the year.



**ATHLETICS
FOR EVERYONE,
EVERYWHERE**

At Welsh Athletics, we recognise the passion people bring when they are empowered to take ownership of their work. By creating a culture where staff feel confident to experiment and unafraid to fail, we continue to see the brilliance and

creativity within our team. Welsh Athletics are currently in the process of embedding the new values across the organisation from performance management and goal setting to office artwork.

Staffing and Recruitment

The team at Welsh Athletics has seen some significant changes over the past year. We've said goodbye to several valued colleagues. While it's always difficult to see team members go, their departures demonstrate the development of our organisation as our team are growing and progressing into influential roles within the wider athletics community. Importantly, those who have moved on remain deeply committed to the sport, continuing to contribute through

their new positions or through other roles within the athletics network. These transitions have also opened the door for fresh talent to join our team. We're delighted to welcome Chris Anthony as our new Head of Development and Rob Campion as Officials & Volunteer Coordinator. Internally, we've also continued to support career growth and development with both Zoe Holloway and Eleanor Cartlidge transitioning into roles with further responsibilities.



Employee Engagement Survey Results

Welsh Athletics runs an annual employee engagement survey to capture staff feedback on areas ranging from the clarity of organisational goals to the recognition and support they experience. The survey demonstrated a positive trend in the engagement index (the number of positive answers), increasing from 71 in 2023 to 79 in 2024. The increasing engagement index is a great success measure for the culture team at Welsh Athletics and the 2024 results demonstrate significant progress across almost all areas, reflecting Welsh Athletics' commitment to listening and responding to staff feedback.

This year's engagement survey highlighted the real progress we are making in shaping a positive and inclusive culture. Pride in the organisation stood out as a particularly strong result, with scores climbing by 14 points to reach 96. This near-maximum score reflects the genuine sense of connection our people feel to the organisation's purpose and the pride they take in being part of its journey.

Fairness and equity also emerged as a powerful theme. Scores related to fair treatment and the consistent application of policies rose by nearly 30 points. This represents more than just a shift in numbers; it signals that our people are experiencing greater transparency and inclusivity in their day-to-day work. They are seeing and feeling the organisation's commitment to treating everyone with respect and ensuring that policies are applied consistently across the board.

Another standout area was voice and safety. Colleagues reported feeling more confident to speak up, share their views, and challenge constructively. This change was one of the biggest wins in the survey, showing that people feel increasingly safe and supported in expressing themselves. The engagement index itself rose by 10 points over the year, reinforcing the sense of ownership and energy that our company values are designed to inspire.

While results were overwhelmingly positive, the survey also indicated that perceptions of development—though improving—remain more variable. The People and Culture team remain focused on refining performance management processes and creating ways to encourage career progression for the staff here at Welsh Athletics. The new prioritisation of culture, with a specific role in place to focus on this, hopes to refine the current performance management process to increase scores in this area for 2025-26.

Taken together, these results tell a story of an organisation where people feel proud, included, and empowered. They reflect not only the success of recent initiatives but also the strength of a culture that continues to grow and evolve with the contributions of everyone across the organisation.

GENERAL COUNCIL REPORT

Lynne Brier | Chair of General Council

Since the beginning of 2025, General Council has met remotely on five bi-monthly occasions and welcomed two new members. Throughout the year, we have also benefited from the attendance of several Welsh Athletics staff, who have presented to us and updated us on important topics. General Council currently consists of representatives from the following areas:

 The four regional committees	 Officials committee
 Cross country and road committee	 Mountain, trail and fell committee
 Track and field committee	 Master's Forum
 Welsh Schools committee	

Our representative from the Master's forum is a new addition to the committee this year. Moving forward, we hope to include representatives from the youth forum so that the voices of the oldest and youngest members are represented on General Council. We are very keen to be more inclusive and include representatives from all areas of our sport so that everyone's voice can be heard. However, General Council, as with other committees has experienced recruitment difficulties this year. This is an ongoing topic for discussion.

Discussions have been ongoing during the year regarding the imminent age group changes. General Council have benefited from the attendance of James Williams at meetings to discuss this further. The information that James has provided throughout Wales, via a webinar, as well as other mediums, has been very thorough and we acknowledge and appreciate the amount of work that goes on behind the scenes at Welsh Athletics to ensure that the transition is as smooth as possible, despite there still being some anomalies that

will need to be addressed. General Council will continue to support Welsh Athletics and represent its members in the implementation of the new age group changes in April 2025.

Earlier in the year, Chris Moss addressed General Council regarding planned improvements and upgrades to track and field facilities in all four regions in Wales. Chris was able to inform us about the financial sources and Government funding to carry out these plans. General Council members were very grateful to Chris for providing us with such detailed and positive news which will hopefully attract more young people to show an interest in athletics.

During the year, General Council sought further information and clarity on various grants, such as regional grants and modernisation grants, so that the regional representatives can disseminate information to their clubs and schools. General Council appreciate the financial challenges that regional councils and Welsh Athletics themselves are faced with.

Other topics covered by General Council this year include:

- **Changes to track and field licenses**
- **Concerns about charging athletes who represent Wales overseas**
- **Official's expenses**
- **Athlete affiliation process**
- **Recruitment concerns for committees in Wales e.g. General Council, Regional Councils etc**
- **Amount of competitions held in North and South Wales regarding equality and fairness**
- **Effective dissemination of information from General Council meetings to clubs**

We have a lot to think about and plan for as we look towards the 2025 indoor season and 2026 outdoor season. The Commonwealth Games is less than a year away and we also continue to prepare ourselves for the new age group changes. General Council look forward to continuing their work alongside Welsh Athletics staff, as well as clubs and regions,

so that we can all play our part in the immediate and long-term future of athletics in Wales. Good luck to all athletes for their forthcoming indoor and outdoor seasons. We hope that they achieve their personal goals. Thank you to all staff and volunteers who work tirelessly behind the scenes to make it happen.

EQUALITY STATEMENT

Dr Libby Steele | Inclusion and Engagement Coordinator



There has been an abundance of activity across the organisation demonstrating Welsh Athletics' commitment to inclusion and it is great to see a real positive shift and increase in autonomy when considering ED&I across all areas of the organisation. Two major pieces of work have insport Gold (a Disability Sport Wales programme) and Moving to Inclusion.



insport Gold

Since achieving insport Silver in November 2023, we have been continually making progress towards achieving insport Gold in November 2026. An internal working group frequently meet to maintain progress, accountability and protected time to ensure focus on the programme.



As part of insport Gold, NGBs are required to determine a set of bespoke 'additional aims' that are relevant to their organisation. Following internal and external consultation, Welsh Athletics have created four additional aims that intend to develop the North Wales para and disability athletics offer; embed more para-specific equipment across facilities in Wales; continue to develop an inclusive athlete-centred performance profiling pathway; and celebrate and empower inclusive opportunities across the Welsh Athletics network. These additional aims align well with the current strategy and yield an organisation-wide responsibility and commitment to inclusion and disability sport.

Moving to Inclusion

Over the past 12 months, Welsh Athletics have heavily engaged with and made considerable progress with the Moving to Inclusion framework. Moving to Inclusion has replaced the previous Equality Standard: A Framework for Sport – Welsh Athletics previously attained Intermediate standard – and it has been an incredibly productive and fruitful exercise for the team.

The Moving to Inclusion Framework consists of five pillars that support and challenge organisations: Leadership, Culture, Relationships, Experience and Communication. As part of the first cohort of NGBs to engage with the framework, Welsh Athletics were allocated a 1:1 mentor, Trevor Smith, to support the working group through the initial framework diagnostics, subsequent actions and continual progress. Trevor has been an excellent support and critical friend to the Moving to Inclusion working group over the last 18 months and we look forward to continuing the mentorship over the coming months. As a result of engaging with the framework, there has been a significant focus on data and insight; we have reviewed all of the ways that we currently collect and analyse data, what data we collect, what data we want to collect and how we can use data effectively to inform Welsh Athletics practice and strategic delivery.

Young Athlete Ambassadors

The Young Athletics Ambassadors (YAA) has gone from strength to strength over the last 12 months. There are 15 fantastic YAAs from across Wales who actively contribute to multiple projects, initiatives and discussions within the organisation. All YAAs have engaged in volunteering at multiple events - as now outlined in their Terms of Reference - and have contributed to multiple pieces of insight including the Junior Development consultation, Competitions and Events feedback and wider external research. The YAAs have met multiple times, both in-person at away days and competitions and online, to connect as a group, discuss projects and programmes and to provide a platform for sharing their ideas, opinions and experiences as the next generation of athletics. It is important to highlight some of the opportunities YAAs have advocated and engaged with over the past year which are:

YAAs and Welsh Athletics Board Mentoring: All YAAs are paired with a Board Member as part of a mentoring programme based on their interests, expertise and character. Whilst this is still in the early stages, it is clear to see that both YAAs and Board Members are taking valuable learning from this programme.

Coaching Opportunities: YAAs are now trained Starting Blocs tutors meaning that they can deliver or support delivery (if 16 and under) of Starting Blocs workshops and camps within their clubs or external environments. For YAAs over 16, we have also provided funded places on Coaching Assistant courses and various officiating courses.

Youth Ambassadors - Away Day



YAAs were asked what their highlights and key learnings have been whilst being part of the programme and here's what they had to say:

My highlight of being a YAA is being able to share and express not only my voice but the voice of younger athletes. I also enjoy the away days, meeting new people and completing new training. **Tiana Odugbesan, Cardiff Archers**

Being a Young Athletics Ambassador has opened doors to many different learning opportunities and introduced me to a community of amazing individuals. **Erin Smith, Wrexham AAC**

It has given me a platform and opportunity to voice my opinions and concerns, whilst connecting me with a mentor to help guide me in my career, in and outside of athletics. **Aharon Graham-Mulvaney, Cardiff Athletics**

SAFEGUARDING & DUTY OF CARE

Carl Williams | Safeguarding & Compliance Officer | **Lynne Brier** | Chair of Clubs and Safeguarding

Governance

We are grateful to all our coaches, officials, club welfare officers, athletes, volunteers and staff and supporters who we continue to work closely with to ensure Welsh Athletics is fit for purpose and have the best training available, making the sport as safe as it can be for all.

Welsh Athletics has worked with the CPSU and NSPCC to gain level 3 status in safeguarding, the highest level awarded to governing bodies in the UK. Thank you, to all our members, coaches, officials, club welfare officers, athletes, volunteers and staff for their continued support.

Also working closely with the Anne Craft Trust, the Safeguarding Adults in Sport Framework Assessment Report was completed, and we are delighted to report that Welsh Athletics have conditionally met the requirements, which is a first for Welsh Athletics in adult safeguarding and only the second governing body in Wales to complete the process.

Education

Training continues to be an important part of safeguarding to ensure that Welsh Athletics have the recommended courses in place for our club welfare officers. Since July 2022 we have continued to ensure that all club welfare officers have completed the Time to Listen course and Safeguarding in Athletics course. Our sport leads the sector in this area with clubs providing a male and female club welfare officer.

Working closely with the WSA, Welsh Athletics will be the first governing body to provide a specific adult safeguarding course for our club Welfare officers in adult clubs, also providing access to the course to all affiliated clubs.

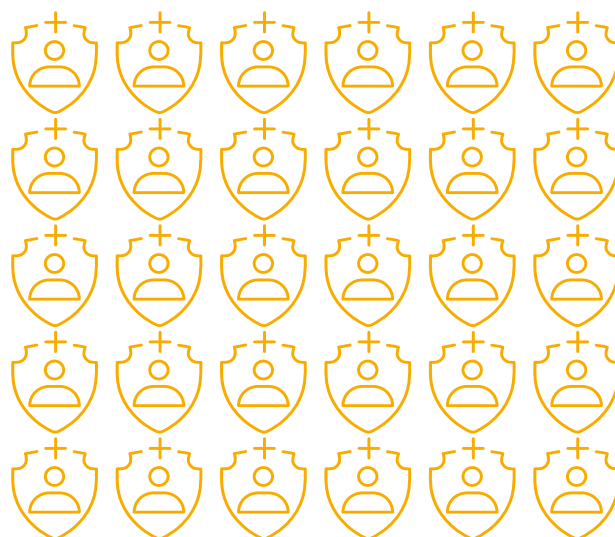
In 2025 additional courses have been provided for our Club Welfare officers, where specific topics are looked at to ensure there is additional support, Adult safeguarding was the initial topic, following up with a Low level concerns session, these courses are free for all members and are provided by an external safeguarding expert.

Also, this year we have worked with the NSPCC to provide a free safeguarding course for all volunteers. This is an area where we will continue to develop to ensure everyone has access to Safeguarding training.

Reporting

Since January 2025, 30 cases have been reported to Welsh Athletics Safeguarding and Discipline team. Code of Conduct cases represent most concerns raised. Welsh Athletics are working with UKA in the review of the Code of Conduct to ensure it is fit for purpose.

Since January 2025...



30 Cases have been reported to Welsh Athletics Safeguarding and Discipline team.

making the sport as safe as it can be for all

PERFORMANCE & PERFORMANCE DEVELOPMENT


Chris Type | Head of Performance

General Update


2025 has seen another year of progression of all performance programmes. Currently there are 75 athletes spanning National Development Programme (NDP), Transition and performance levels with a further 10 athletes supported by the World Class Programme. Continued evolution being at the core of the performance team, athletes have successfully progressed through to a second year of membership of the performance programmes. New athletes have also joined having achieved programme consideration standards across all levels of the pathway. All athletes in the performance programme engage in consistent data collection aligned to their specific profile underpinning a maturing, evidence-based performance system.

The progression of performance support now includes Strength and Conditioning, Physiotherapy, Soft Tissue Therapy, Medical, Psychology, Clinical Psychology, Physiology and Biomechanics with all data managed and visualised in the Team Works Athlete Management System for the easy access of all athletes and coaches. The introduction of the Sports Injury Clinic available to Welsh Athletics members outside of performance programme acts as a centre where athletes can access the same level of quality assured therapy provision as our elite athletes.

While the list of successes experienced by programme athletes varies from, National Champions, European medallists and a World Champion the overarching focus remains the development of athletes, coaches and the environments which we work in.











2025 has seen another year of progression of all performance programmes



British Indoor Championships 2025, Birmingham

Birmingham proved successful for both seasoned and developing Welsh athletes with a total of 8 medals claimed and a new World Record F20 shot put by Sabrina Fortune. NDP athletes also gained great experience with a national record u17 400m record for Darcy Coslett and a breakthrough silver medal for Iolo Grant in the 60mH.

	Jeramiah Azu	60m	Gold
	Justin Davies	800m	Gold
	Abi Pawlett	60mH	Gold
	Iolo Grant	60mH	Silver
	Mark Mellor	Pole vault	Silver
	Patrick Swan	Shot put	Silver
	Hannah Lake	High jump	Bronze
	Sabrina Fortune	Shot put	Bronze

European Indoor Championships 2025, Apeldoorn, Netherlands

Three Welsh athletes represented Great Britain and Northern Ireland at the championships with the trio of Justin Davies (800m), Mellissa Courtney-Bryant (300m) and Jeramih Azu (60m) selected. Apeldoorn proved a great success for Wales with two medals secured, an equal 60m Welsh record and Justin Davies gaining valuable experience qualifying for the semi-final of his first senior continental championships.

	Jeramiah Azu	60m	Gold
	Mellissa Courtney-Bryant	300m	Silver
	Justin Davies	800m	Semi final

World Indoor Championships 2025, Nanjing, China

After a long indoor season that saw Jeramiah Azu win the Welsh, British and European 60m Championships consecutively the final test was upon him in China. Jeramiah went on to win the World Indoor 60m Championships equalling the Welsh record of 6.49 seconds.

	Jeramiah Azu	60m	Gold
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Novuna UK Championships 2025, Birmingham

With Welsh records, a European U23 record and multiple Welsh records re-written the Championships delivered 19 medals for Wales across para and non-para events.

	Sabrina Fortune	F20	Gold (WR)
	Funmi Oduwaiye	F44 Shot put	Silver
	Funmi Oduwaiye	Discus	Gold
	Bree Cronin	F44 Discus	Silver
	Olivia Breen	F38 Long jump	Gold
	Hollie Arnold	F46 Javelin	Gold
	James Ledger	T11 Ambulant 100m	Silver
	Adele Nicholl	Shot put	Gold
	Freya Jones	Javelin	Silver
	Bethan Davies	5,000m Walk	Silver
	Jeramiah Azu	100m	Silver
	Abigail Pawlett	100mH	Silver
	Amber Simpson	Hammer	Bronze
	Thomas Walley	Pole vault	Bronze

the Championships
delivered **19** medals for
Wales across para and
non-para events

Jeremiah Azu becomes World Indoor
60m Champion in Guangzhou, China.
Photo Credit: World Athletics/UK Athletics



2026 Glasgow Commonwealth Games

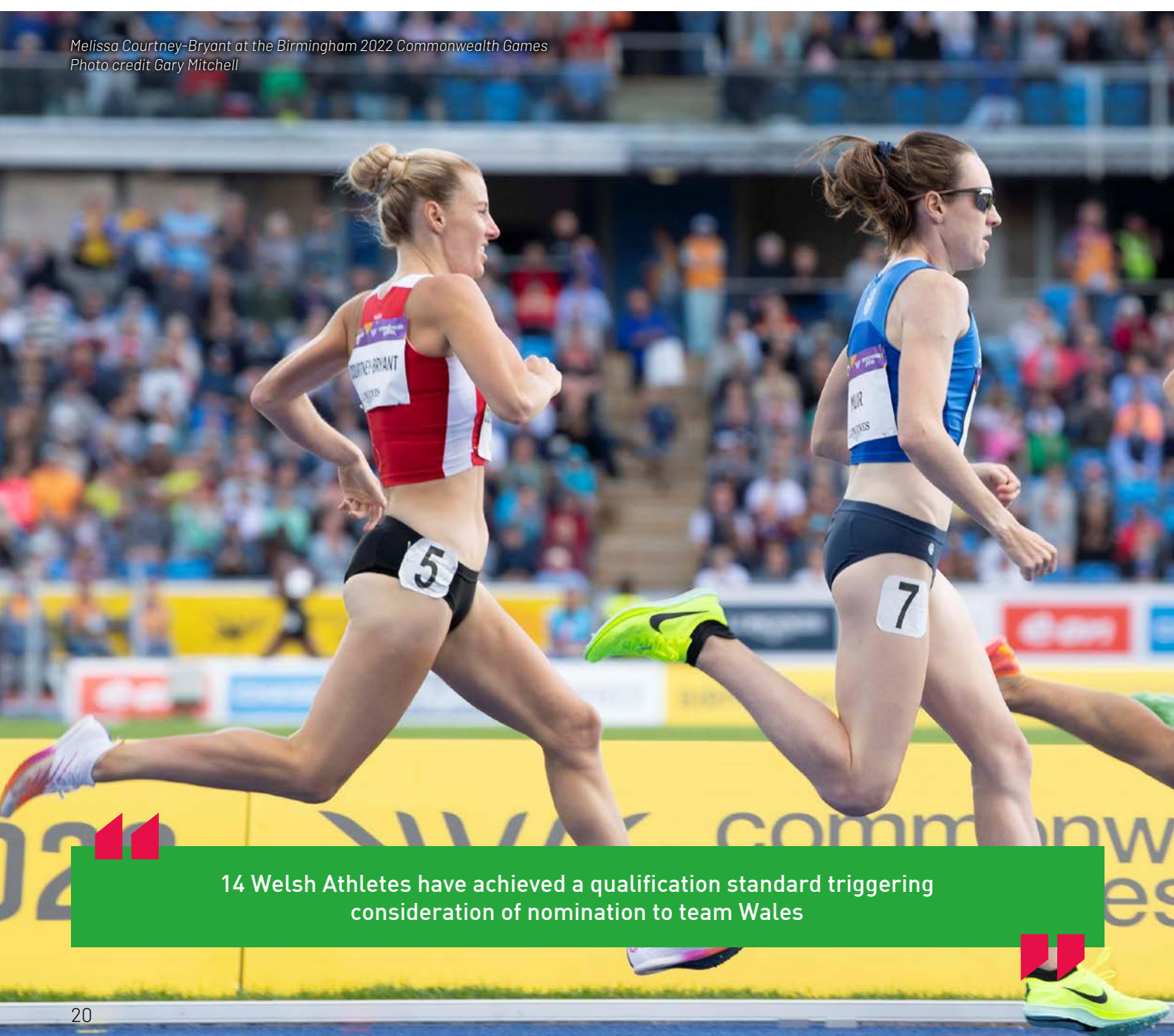
With the City of Glasgow announced as the host for the 2026 Commonwealth Games the qualification window for Wales opened on 1 January 2025 and is due to close 18 May 2026. The planning process for summer 2026 will need to include a very early competitive start to the season for many athletes in Wales with the ambition of competing for Team Wales at Glasgow 2026.



As of 30th September 2026, 14 Welsh Athletes have achieved a qualification standard triggering consideration of nomination to team Wales. This includes six athletes who have achieved an A standard insuring Welsh Athletics nomination to Team Wales of which 2 have achieved standards across multiple events.

The Welsh Athletics nomination panel will nominate athletes who have achieved an A standard or a consideration B standard within the qualification window in line with the Commonwealth Games 2025 Nomination Policy.

*Melissa Courtney-Bryant at the Birmingham 2022 Commonwealth Games
Photo credit Gary Mitchell*



14 Welsh Athletes have achieved a qualification standard triggering consideration of nomination to team Wales

MASTERS PROGRAMME 2025

Bernard Jones | Chair of the Masters Advisory Group

Since the inception of the Masters Advisory Group in 2021 there has been a targeted effort to better represent the views of Masters athletes in Wales while also developing domestic, national and international competition opportunities for Welsh athletes. Since June 2022, 20 Master international opportunities have been made available and during that time over 400 different athletes have represented their country at Masters level, many of them for the first time.

The maximum international caps any athlete could have achieved during that time is 18 and ultra runner Jeremy Mower (Western Tempo) has somehow managed to compete in 16 of them. Likewise, Jane Doughton (Buckley) and Tracy Jenkins (Porthcawl) have managed to represent their country on 10 occasions.

In 2025 we were delighted to bring one of the internationals back to Wales when the Swansea Half Marathon hosted the match and a return has been confirmed for 2026. Equally a trail half marathon was held for the first time in the Forest of Dean and the 5km was held in Shrewsbury when Masters were highlighted by Master-only races with both events having been confirmed for 2026. Other races for 2026 include the Bideford 10km and the Manchester Marathon.

During 2025 there has been some excellent individual performances including Mike Wyatt (Eryri) winning both the 5km & 10km; Alan Davies (Swansea) winning the 10km and half marathon and also setting a new British record in the

process for the half marathon. Rhodri Owen (Meirionnydd) and Dave Gibson (Tri Hard Harriers) won their 5km age groups, and Dave Warren (Cardigan) did likewise at the half marathon. On the women's side Donna Morris (Builth) has picked up a couple of seconds and our W55 team has been exceptional with Niki Morgan (Chepstow), Angela Deeley (Deestridders) and Tracy Jenkins (Porthcawl) all regularly picking up medals. Along the way there has also been many PBs which is no mean feat at advancing ages!

Athletes are recognising the benefits of the Masters pathways and programme that we have developed in Wales. For every opportunity that is promoted we are receiving greater numbers and quality of athletes expressing an interest and making selecting teams difficult, as it should be.

Credit must go to the members of the Masters Advisory Group who have put this programme together and who give up their time freely and, equally, our Masters Team Managers who have ensured everything runs smoothly on the day.

Masters athletes at the from the
Great North 10km Newcastle



Since June 2022, 20 Master international opportunities have been made available and during that time over 400 different athletes have represented their country at Masters level

Alan Davies, Swansea Harriers receiving his winning trophy from Welsh Masters Team Manager, Luke Northall



COACH EDUCATION

Liz Taylor | Coach Education Manager



Over the past 12 months, the athletics coaching and leadership network has continued to grow and develop, with just over 920 individuals completing qualifications or renewing their licences. This includes both newly qualified coaches and leaders, as well as those who have maintained their credentials through renewals which reflects a strong, ongoing commitment to safe, inclusive, and high-quality athletics delivery throughout Wales.

These figures, and those below, highlight the dedication of our athletics community to maintaining high standards, growing the coaching base, and making the sport accessible and safe for all. With more training opportunities available throughout the year, there's never been a better time to get involved in coaching, leadership, or support roles.



Coaching Assistant Course in Rumney Valley

Leadership in Running Fitness Tops the List

The most popular qualification over the past 12 months has been Leadership in Running Fitness (LiRF), with 224 individuals trained to lead group running activities. A further 65 individuals have completed the LiRF for Fell, Mountain and Road (FMR) course which is designed for those leading runs in more challenging or technical environments.

LiRF group activities



Track & Field courses saw a bumper 100 new Coaching Assistants supporting athlete development across clubs

Growth in Coaching Expertise

A growing number of individuals are gaining qualifications in more advanced coaching roles:

51 COACHES ARE NOW
QUALIFIED IN COACH
IN RUNNING FITNESS



Within the Athletics Coach programme, numbers include

ENDURANCE & SPEED: 11 COACHES EACH
THROWS: 6 COACHES **JUMPS: 7 COACHES**



Coaching at the Rhymey VAAC Track

Driving Inclusion and Access

It's encouraging to see 51 individuals gaining or renewing their Guide Running qualifications, strengthening inclusion in athletics by supporting greater accessibility for blind and visually impaired athletes. In addition, we are working to launch an On Track version of Guide Running to further break down barriers and create more equitable opportunities for participation.



Coaching at the Rhymey VAAC Track

Focus on Safety and Welfare

Safety and wellbeing are at the heart of everything we do, and it's encouraging that 830 individuals have completed or renewed their mandatory Safeguarding and First Aid training. These qualifications help ensure that coaches and volunteers across our clubs, events, and social running groups are equipped to provide safe, supportive, and well-prepared environments for everyone taking part.

Empowering Coaches in a Connected World

Digital Licence Card and Platform Enhancements

Since taking over licensing in 2023, we have been modernising processes for coaches and leaders to provide a more seamless and efficient experience. Digital licence cards, integrated with our portal, will soon allow instant access to credentials on any device, with physical cards and lanyards available for those who prefer a physical option.

We are reviewing our digital platforms to address challenges across the systems used by coaches and leaders when undertaking CPD or renewing their licence. These initiatives reinforce our commitment to delivering a user-friendly experience and ensure that all leaders and coaches can access support and guidance that is efficient, modern, and easy to use.

Coaching for Today, Preparing for Tomorrow

Coach Education Research and Review

A new Athlete Development Model (ADM) advisory panel has been established, bringing together representatives from the Performance & Development teams across all four Home Country Athletic Federations, industry experts, and the Coach Education Management Group. The panel's role is to lead a research-led review of the current Coaching Philosophy and ADM.

Although the existing Philosophy and ADM—developed more than 15 years ago—still hold valuable principles, they require updating to remain relevant and fit for purpose. This research-led review will play a vital role in shaping the coach education pathway, ensuring that qualifications, course delivery, and learning content are evidence-based, aligned with the needs of modern athletics, and designed to support the development of both coaches and athletes. Ongoing analysis and feedback will drive continuous improvement and maintain a high-quality, future-focused pathway.

Through the Athlete Development Model and Coaching Philosophy, we are shaping not just athletes, but the future of athletics here in Wales. These frameworks guide development, inspire coaches, and foster a culture of innovation and excellence that will carry the sport forward for generations to come. **Liz Taylor | Coach Education Manager**

Empowering Coaches, Inspiring Athletes



Image caption here

Coach and Leader Engagement Initiatives

The launch of our **Starting Blocs qualification**, a play-based Physical Literacy programme for children aged 4–11, is designed to reduce waiting lists in clubs. It provides a fun, safe, and positive environment where young participants develop key movement skills—running, jumping, and throwing—that lay the foundation for a lifelong involvement in sport.

In parallel, we are piloting, in partnership with England Athletics, an **Advanced Coach Award** due to launch in the autumn. This initiative draws on insights from recent consultations and written assessments to better support

coaches and athletes as they progress into performance pathways.

These initiatives are part of a broader programme of research driving improvements taking place “behind the scenes,” aimed at streamlining pathways, enhancing qualifications, and ensuring a high-quality, future-focused experience for all coaches and leaders in athletics. We are excited to see how these changes, informed by extensive consultation and evidence, will strengthen our coaching community and the sport as a whole.

DEVELOPMENT & PARTICIPATION

Hannah Baulch | Head of Participation

Membership, Affiliation and Club Development

Over the last year club membership has continued to increase and clubs in Wales are now enjoying a return to membership figures close, if not in parallel to pre-pandemic figures. At the point of publishing, year to date overall membership is up 2.1% from this time last year with junior membership increasing by 6.9%. The total number of affiliated clubs remains at 100, with clubs across Wales now consistently completing the club standards upon affiliation demonstrating the clear development that has happened in our clubs over the last year.

The Club Secretaries Portal, continues to be a key area of development over the next year, and we are working closely

with the systems provider to ensure new features and useability functions for volunteers within club settings.

It has been great to see clubs continue to utilise and maximise funding streams from both the Sport Wales Be Active Wales fund and our own Club Modernisation Fund this year. We were delighted to be able to extend the latter to our 8 Schools Districts this year to support them with the challenges they currently face with the rising costs of living and running their school competitions. As a result £20,000 was invested into clubs and schools districts across Wales, supporting the development and growth of the grassroots of the sport.

Facilities



Since the start of the Sport Wales Capital Grant, we have been delighted to have seen over £2 million invested into track and field facilities in Wales. This year we have seen significant work completed at the Cwrt Herbert Athletics Track in Neath and have received funding to resurface the facility at Haverfordwest, allowing both the local clubs and public in these areas to access our sport in their local community. Most recently, this summer, we have been successful in applying for and receiving funding to resurface the athletics track at Swansea University, to develop a new Javelin throws area at Cardiff International Sports Campus and for funding to buy new TESS equipment which will support in the efficiency of competition delivery. These works will take place next year and we look forward to seeing more of the athletics community accessing these facilities. We are grateful for the support from Sport Wales which enables us to safeguard the afore mentioned facilities for a further 10 years.

Project 2030



This year we have undergone a thorough consultation process with our clubs, volunteers, communities, young people and their parents as well as other key stakeholders to better understand the challenges and opportunities that surround the existing junior offer within Athletics in Wales. A comprehensive report has been produced which outlines our strategic plan to welcome 10,000 mini and junior participants to our sport by 2030. As a result of this we are looking to reposition our offer for young people, to ensure that children from the age of 4 can access our sport in an environment that is fun, friendly and child centred. Over the next year, we will be working hard to bring this vision to life working with key members of our athletics community to shape an offer that is relevant and future proofed to enable more children to participate in our sport through a variety of ways.

Women's Running Conference

On Saturday 12 April, Welsh Athletics organised the UK's first Women's Running Conference. Hosted at the Newport Campus of the University of South Wales, over 200 runners came together for an inspiring and educational day centred around female running. The conference kicked off with an inspiring talk and Q&A with Dame Denise Lewis. Reacting to her empowering advice, one attendee fed back:

Denise Lewis being such a high profile guest was a treat, she was so engaging and was even kind enough to make a video for my daughter to give her advice on her future heptathlon journey.

After sharing her story and expert advice, Denise joined a panel of guest speakers, which included GB Athlete and former parkrun record holder **Charlotte Dobbs (nee Arter)**, 2023 Newport Marathon winner **Lizzie Dimond** and founder of The Running Social, **Katie Kenward-Gibbs**. The day followed with lectures and workshops from a host of experts from the fields of Nutrition, Menopause, Menstrual Cycles, Pre & Post Partum Running and Pelvic Health. Finally, after a light lunch and a chance to get advice from a whole host of exhibitors, attendees enjoyed hearing from a final guest panel with the owner of Empowered Women Online Fitness Community, **Lauren Green**, founder of Newport Female Runner's Network, **Lucy Bebbington-Lewis** and Safe Running expert **Suzanne Taylor**.

The event was hosted by Ultra Endurance Athlete & Broadcaster, **Lowri Morgan**. Summarising the event, Lowri shared:

We had such an amazing, inspirational, empowering and exciting day where we celebrated the first ever UK Women's Running Conference, and it was an absolute pleasure to play a tiny part in it. I am absolutely inspired by these runners, these women that I have spoken to and have heard from and I have learnt so much.



After the conference, we asked attendees to share their feedback to help us plan next year's event, and we were overwhelmed by the kind words:

This is the best event, overall that I've attended in 30 years. Content was quality and there were no wasteful, landfill freebies being given out by stallholders, OR single use lanyards/wristbands/physical tickets for event attendees - very refreshing to see! Thank you. Looking forward to next year's event.

What a fantastic and inspiring day, thank you!!

Loved the relaxed atmosphere and the down to earth approach. So relatable and so many take homes.

Planning is now underway for next year's event which again will be a part of the ABP Newport Marathon Festival weekend in April. We look forward to continuing the success of this event and welcoming more female runners and their allies to Newport in 2026 to celebrate all that is women's running!



Lowri Morgan, Lizzie Dimond and Denise Lewis

Mental Health Champions

Our partnership with Mind Cymru is aimed at improving mental health through the power of running. Over the last 18 months a total of 75 Mental Health Champions have now successfully completed the mental health champions training, benefitting 31 clubs and 17 groups across Wales. The course was co-designed with Welsh Athletics to provide Champions with the knowledge, skills, and confidence needed to promote positive mental health in their clubs or groups. We remain committed to supporting mental health across our running communities and look forward to working further in this space.

North Wales Women & Girls Project

This year Run Wales was delighted to receive funding from Actif North Wales to deliver on a targeted project to support and encourage more young girls across North Wales to participate in running. Funding provided through this project is enabling us to test new ways of working across sectors, organisations and boundaries to achieve long-lasting improvements to health and wellbeing through running and other informal opportunities within our sport. The project is focused on learning how best to engage communities through a needs led approach, collaborating with new partners to deliver a shared outcome and has place-based strategy at its heart. To date the project has run numerous sessions in a variety of settings to consult with young girls from Anglesey, Rhyl, Wrexham and Denbighshire to find out how they want to access our sport. The early findings have been really insightful, and we look forward to seeing how this project progresses through the remainder of the year. Our thanks go to Actif North Wales for supporting this activity.



parkrun

Our relationship with parkrun continues to strengthen and it's been great to work in partnership with them on some specific projects to support the junior parkrun events through joint engagement with The Daily Mile schools and junior parkrun. Work has begun to create a new schools junior parkrun resource to bring the love of parkrun to even more young people, we look forward to supporting parkrun with the roll out of this resource. The 5k and junior parkrun events have increased over the last year (58 5k parkruns, including custodial, and 26 junior 2k parkruns) alongside monthly 5k Your Way groups (now at 24) and 116 parkrun practices, providing more people in Wales the opportunity to be active or volunteer through parkrun or parkwalk in their local areas. We will continue to work closely with parkrun to realise their vision of establishing 100 events by 2027.

Clwb Run Wales

Clwb Run Wales continues to benefit from steady membership figures during 24/25 and provides its members with the flexibility to run with their own group or individually whilst still enjoying the many fantastic Welsh Athletics registration benefits. Over the next year we will be looking to simplify the Clwb Run Wales process to ensure members can renew and join more easily and we are also exploring additional benefits packages exclusively for our Clwb Run Wales members.

Celebrating Success

We were delighted to receive a record number of nominations for the prestigious Run Wales awards this year, a true demonstration of the impact that groups and run leaders are having within their communities. Our congratulations must go to all those who were nominated, but especially to The Running Social for winning the Run Wales Group of the Year Award, and to Jon Hussey from Rhooose Runners for the Run Leader Award. Next year we will be introducing a new award to celebrate all those that contribute to the huge growth of The Daily Mile in Wales, with the Whole School Daily Mile Award and the Staff Champion Award.

*Jon Hussey receiving Clwb Run Wales
Run Leader of the Year Award*



The Daily Mile

Over the last year it has been great to see our relationship with The Daily Mile continue to grow as we develop further alignment in creating opportunities for children and young people to become more active. Through the partnership, Welsh Athletics and Run Wales are committed to supporting primary schools, SEN and Early Years settings to participate in The Daily Mile. This year there has been a targeted approach to work collaboratively with Local Authorities and schools within areas of deprivation and as a result we have seen an increase from 52% to 55% of schools signed up in WIMD 1-3 areas. There are now over 650 schools engaged in offering their pupils regular movement during the school day through The Daily Mile program and over 50% of schools across Wales are now signed up.

The success of this program has been recognised nationally across the sector through the Welsh Sport Association's annual awards, with Welsh Athletics being awarded the title for 'Most Influential Campaign' for The Daily Mile across Wales earlier this year.

Engagements with our Daily Mile schools continue to inspire and motivate us at Run Wales! Insights from staff and pupils this year have reinforced how participation in The Daily Mile can help establish lifelong habits of physical activity, contributing to a healthier, more resilient Wales.

School children taking part in the Daily Mile



The Daily Mile - Key achievements

01

Further politician school visits; Vikki Howells MS (Darrenlas), Huw Irranca-Davies (Brynmenyn), Sarah Murphy (Pencoed), Ken Skates (Maes Y Llan), Buffy Williams (Hafod), Tonia Antoniazzi (Knelston).

02

Fochriw Primary and Maes Y Llan reported positive impact on both physical and mental wellbeing during Children's Mental Health week. Pencoed Primary school are also reaping the benefits.

03

Continued delivery of teacher CPD, empowering school staff to take ownership of their Daily Mile through a flexible, adaptable and inclusive approach.

04

Commitment to creation of Welsh language resources for wider accessibility and engagement across the nation.

05

2 Welsh Daily Mile teachers recruited to the UK School Steering Group, providing invaluable insights and driving progress.



It makes us fit and gives us an extra break away from our screens.
When I'm really tired it makes me energised and ready to work.



Pupils rely on it- they know it's coming, and they can use it as a brain break.
It's an essential part of our school day- we couldn't do without it.



"Behaviour has improved; children are calmer and ready to learn.
Fitness levels of pupils and staff have increased.



School children taking part in the Daily Mile



Starting Blocs



The year 2025 has been a highly productive and impactful period for Starting Blocs. At the beginning of the year, our primary objectives were twofold:

01

To increase awareness of the programme across schools, clubs, and local authority settings throughout Wales.

02

To engage with as many children as possible through a range of activities.



We are pleased to report significant progress in both of these aims. To date...

6,707

Children across Wales have taken part in Starting Blocs activity in 2025.

Regional Engagement

Starting Blocs has now delivered activity in **19 of Wales' 22 regions**. Engagement has taken a variety of forms, including:



Weekly sessions



Holiday camps



School visits



Coach training programmes

This breadth of activity reflects the growing reach and adaptability of the programme.

Weekly Sessions

Building on the momentum from 2024, we increased the number of weekly sessions delivered this year. Sessions were run in seven regions, with providers in Gwynedd, The Vale, and Bridgend delivering independently, while Welsh Athletics organised sessions in Cardiff, RCT, Merthyr, and Newport.

The partnership with Newport Harriers has been particularly valuable, as it has provided opportunities for children below the usual club entry age to access athletics for the first time, in a club setting, on a training night.

Overall, **1,193 engagements** were recorded through weekly Starting Blocs sessions.

Holiday Camps

We maintained the successful holiday camp provision in 2025, delivering sessions during Easter and Summer in Cardiff, Merthyr, Newport, and RCT.

A highlight was the Aberdare (RCT) summer camp, where 55% of participants on one of the days were just four years old, and showcasing the programme's appeal to very young children and their parents.

Across all camps, **420 children** engaged in structured Starting Blocs activity.

Welsh Government "Food and Fun" Scheme

In summer 2025, Starting Blocs was invited to contribute to the Welsh Government's "Food and Fun" scheme, which

promotes healthy eating and fitness through school-based playscheme provision. Key outcomes include:

01

Delivery in **40 schools** across **11 regions** in South, Mid, and West Wales.

02

Engagement with **1,727 children** in **just over four weeks**.

03

A successful **online training workshop**, enabling participation from representatives in North Wales.

School Engagement

Schools have played a central role in expanding engagement this year. Starting Blocs sessions have been delivered in The Vale, Cardiff, Caerphilly, Merthyr, RCT, and Torfaen.

A partnership with Cardiff Metropolitan University has been instrumental. Starting Blocs trained sports development students, who subsequently delivered sessions in schools during 5 week half-termly periods. This collaboration proved highly effective and will continue

into the new academic year. Several of these student coaches also supported summer camps and Food and Fun activities. We look forward to continuing this partnership throughout the remainder of 2025 and into 2026.

From January to August 2025, school-based delivery reached 2,822 children. Notably, in Torfaen, Starting Blocs worked with nursery provisions, adapting resources to engage 356 children aged three and under across 23 settings.

Coach Development

Coach development remains a cornerstone of programme sustainability and growth. This year, Starting Blocs:

 01 Delivered training courses in both North and South Wales .	 02 Trained 64 new Starting Blocs coaches , including individuals in regions where sessions are not yet running, ensuring future capacity.	 03 Introduced the Welsh Athletics Youth Athletics Ambassadors to Starting Blocs delivery through a practical training workshop during their recent away day in Bala.
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These initiatives ensure that a growing pool of trained individuals can deliver high-quality sessions across Wales.

Conclusion

Starting Blocs has achieved substantial progress in 2025, with **6,707 children engaged**, delivered across the majority of Welsh regions, and the successful expansion of school, camp, and community based programmes.

Our partnerships with local providers, Cardiff Metropolitan University and Newport Harriers, have been instrumental in broadening both reach and impact. With a period of change about to happen in the junior section of our sport, it is very exciting to be at the heart of what athletics will look like for the youngest of athletes in the months and years ahead.

Run4Wales Charitable Foundation



Welsh Athletics are extremely grateful for the continued support from Run 4 Wales Charitable foundation, to develop both The Daily Mile and Starting Blocs. This support enables children across Wales to access the sport from a young age and in a variety of settings and opportunities as well as allowing us to develop the offer further. Thanks, must also go to the charity for supporting the empowering Welsh Athletics Women's Running Conference earlier this year, uniting women together to host conversations around women's health and wellbeing in running.

COMPETITION

Euan Coney & Alex Donald | Competitions Team

The competition year kicked off in September with the Welsh Road Relay Championships, once again held in Pembrey Country Park, Llanelli. Participation numbers were 7.38% up from the previous year.

October followed with the Welsh Half Marathon Championships, incorporated into the sell-out Cardiff Half Marathon. Over 22,000 runners took to the streets of Cardiff, with Clara Evans-Graham and Dan Nash claiming the Welsh titles.

November saw the World Athletics Cross Country Tour make a stop in Wales at the Cardiff Cross Challenge.

Races ranged from primary school to senior level, with 875 athletes participating. Prestigious international competitors took on the Llandaff Fields course, including Niels Laros (Netherlands) and Charity Cherop (Uganda).

Shortly after, the Welsh Inter-regional and Welsh Inter-schools Cross Country Championships returned to Dolerw Park, Newtown. The 25th/47th edition saw success across all regions, with East Wales taking the overall title. Both the Cardiff Cross Challenge and the Welsh Inter-regional Championships featured successful primary school races delivered in partnership with the Urdd.

The Leading Women at The Cardiff Cross Challenge



The indoor season began in December with Junior Open events at the National Indoor Athletics Centre, Cardiff. Nearly 900 juniors competed across two events, covering all indoor disciplines. Cardiff Metropolitan University continued its indoor success with three Open meetings, including the Christmas Classic Grand Prix, which incorporated the Welsh 3000m Championships. James Heneghan (8:08.45) and Bryony Boyce (10:00.34) took the Welsh titles.

Five indoor meetings were held across North and West Wales, utilising facilities in Deeside and Swansea, including the Welsh Masters Indoor Championships.

The new year featured the Welsh Senior, U17 & Para Indoor Championships. Highlights included Jerimiah Azu winning the Men's 60m—he later claimed British, European, and World titles in the same event. Darcy Coslett set a Welsh age-best and Championship record in the U17 300m with a time of 39.55. The event also featured multiple Paralympians, including F20 World Record holder Sabrina Fortune, who won the Women's Shot Put title.

Just a week later, the 120th Welsh Cross Country Championships took place, with a record-high participation of 1,102 athletes. Senior titles went to Dewi Griffiths and Lauren Cooper.

Participation rose by 16.4% at the Welsh U13, U15, U20 Indoor Championships, with standout performances and valuable experiences for junior athletes.

The Welsh Road Relay Championships adopted a new format for 2025 onwards, with the Senior & Masters event held in March and the Juniors event taking place in September. Teams battled for the prestigious title, which was claimed by Swansea Harriers on both the Men's and Women's sides. The 2024 edition followed the traditional format in September, with over 269 teams competing.

The Track & Field season began in April with a diverse range of open meetings for various ages and disciplines. Several event-specific meetings were held in partnership with key organisations, including British Milers Club events with Aberdare AAC, RunWithTheWind events with Cardiff Athletics, and Throws Grand Prix competitions with South Wales Throws.

Participation rose by 16.4% at the Welsh U13, U15, U20 Indoor Championships, with standout performances and valuable experiences for junior athletes.

Indoor Championships - Junior women
Photo Credit: Paul Stillman



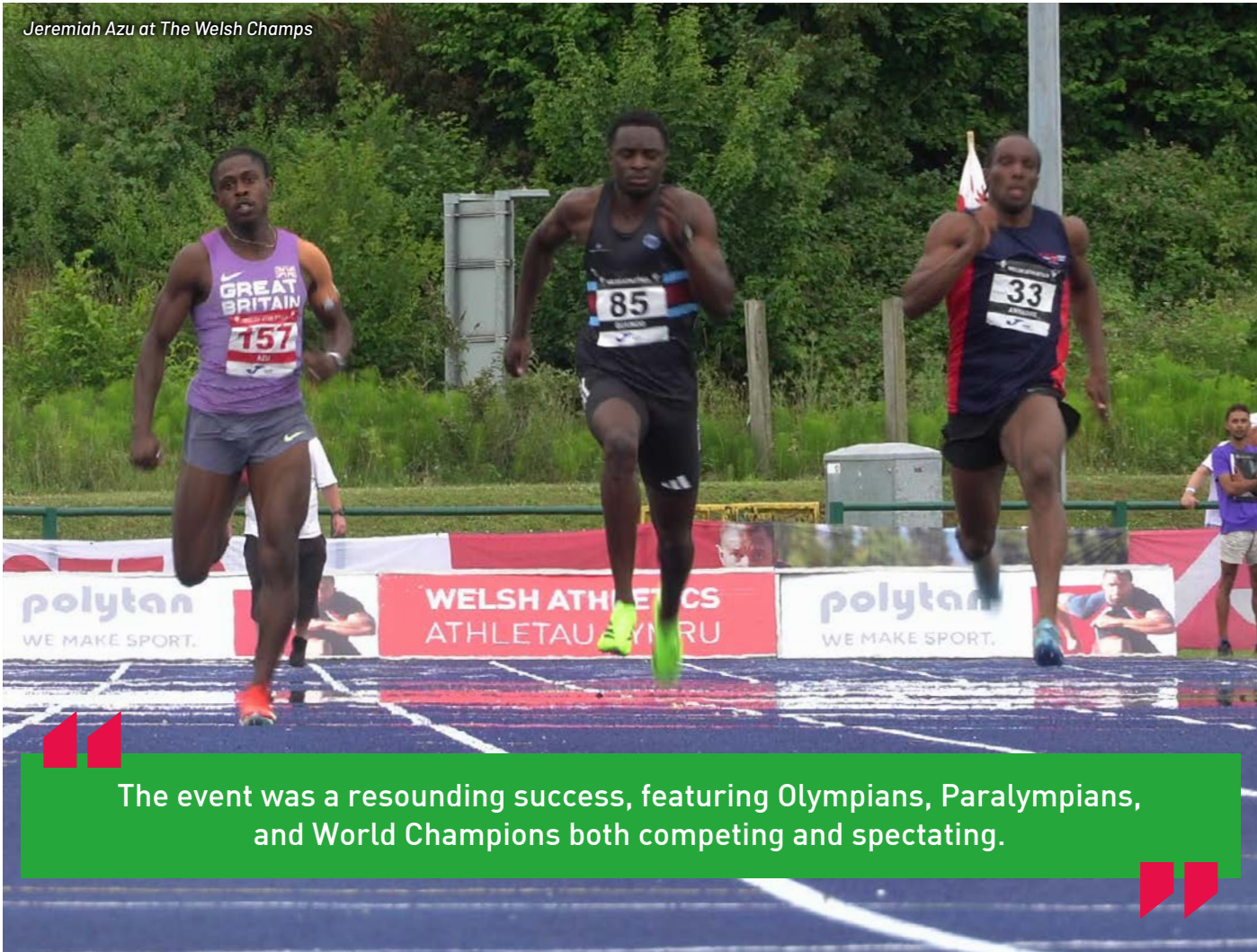
The U13, U15, U20 Outdoor Track & Field Championships launched a busy championship season in Swansea. Participation was significantly up, with over 550 athletes gaining valuable experience across all disciplines.

Next came the Welsh Senior, U17 & Para Championships, which this year included trials for the GB team at the European U23 Championships. Both participation and performance standards were elevated, with all-comers' records set in the Women's 100m and 3000m Steeplechase, alongside multiple Championship bests. The event was a resounding success, featuring Olympians,

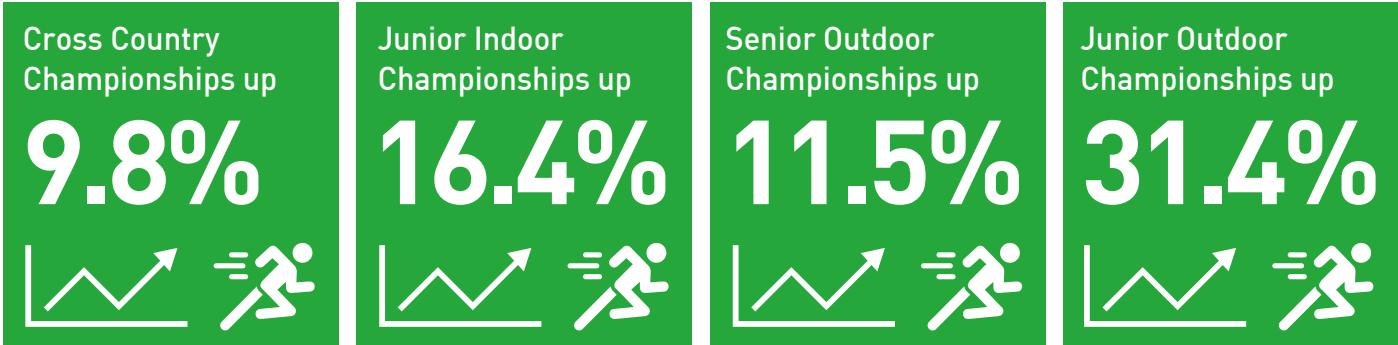
Paralympians, and World Champions both competing and spectating.

The Championship season in Wales concluded with the Junior Combined Events Championships. Returning for 2025, the event offered young combined-event athletes the opportunity to compete in the Quadrathlon and Pentathlon.

Finally, the Sportsshoes Home Nations 5k took place in late August and hosted the UK 5km Championships for the first time. Jack Rowe lowered the Welsh all-comers record to 13:31 with Olympian Alex Bell winning the women's race in 15:46.



Key Stats of athletes competed in 2025 from 2024:



Welsh Schools

We would like to thank all the teachers, school district officers, pupils, and clubs who have contributed and supported all our events and initiatives again this last academic year, it is gratefully received.

2024/25 saw a full school district competition program for cross country and track & field in our eight regions progressing to the respective WSAA finals. The formal competition pathway was underpinned by numerous formal and informal primary school events and festivals, organised by clubs, local authority sports development

departments and key volunteers from schools. We try to support and guide as many of these events as possible, in addition to supporting PE staff and other key volunteers, who deliver events and team manage at district level as volunteers outside of their working roles.



WSAA Outdoor champs finish

Participation rose by 16.4% at the Welsh U13, U15, U20 Indoor Championships, with standout performances and valuable experiences for junior athletes.



We have increased the number of Primary & Secondary teacher education workshops across this academic year from existing staff, newly qualified teachers and PGCE students. We continue to aim to have in excess of 100 people attend teacher training every year.

New schools continue to sign up to and utilize the

excellent Daily Mile and Sportshall Athletics initiatives and resources available to them.

All these events and initiatives give pupils that invaluable experience of athletics in a school environment with a key aim and goals of those unattached to clubs to progress into their local clubs.

16th November 2024

Were the joint Welsh Inter Schools & Welsh Colleges Cross Country and Welsh Inter Regional Championships at Newtown with close to 400 juniors finishing the races. In 2025 the schools will be reverting to a stand alone event to encourage greater participation from schools and pupils unattached to a club.



19th February 2025

Saw over 600 pupils finish the races in the 61st Welsh Schools National Cross Country Championships at Brecon, with 40 pupils then selected for Welsh Schools in the SIAB Schools International on 22nd March 2025 at Falkirk, Scotland.



9th March 2025

The Welsh Sportshall Final saw five of the eight school districts fielding teams, the winning U13 & U15 teams from Powys and Cardiff & the Vale progressing to the UK National Finals on 12th April 2025 at Stoke. We aim for and hope to have a full set of 8 districts competing in March 2026.



5th July 2025

Pupils represented their school districts in the Welsh Schools Track & Field Championships at Aberdare. Over 60 pupils mainly from the Middle age group were then selected for Welsh Schools in the SIAB International at home at Derby on Saturday 19th July 2025 taking home 11 medals.



16th July 2025

Close to 600 pupils participated in the NASUWT Cup & Plate Finals at Brecon, our most popular fixture of the schools events pathway.



26th July 2025

Saw our first outdoor Joint Welsh Schools & Welsh Athletics Combined Events Championships for a number of years, held at Swansea. Over 60 pupils participated with up to 16 to be potentially selected for the Combined Events International hosted at Glasgow in November 2025.



WSAA Officers work in partnership across Welsh Athletics departments to deliver National and International programs. We are grateful, not only for the continued funding of our domestic and international events, but also for the expertise of the staff team in providing quality experiences for Schools athletes.

MARKETING & COMMUNICATIONS

Jozie Postles | Head of Marketing & Communications

Launch of Beyond The Track Podcast

On the 18th June 2025, Welsh Athletics launched a new podcast call Beyond the Track.

The podcast goes beyond the tracks, delving into athletes' stories, speaking with leading sports professionals whilst, bringing listeners the latest action from Wales and beyond. It's hosted by James Thie - Coach, Commentator and Lecturer and Jenny Nesbitt - GB distance runner.

Beyond The Track Stats So Far

Episodes:

11



Channels:



Total Streams & downloads:

1,789



Audience size:

1151

(The number of distinct people that streamed an episode for more than 60 seconds or downloaded it)

Average number of streams and downloads per episode:

134

Top Ranking Episodes



01

Inside the Mind of Wales's Fastest Man - Jeremiah Azu

272 streams and downloads



02

One of the greatest athletes Wales and Great Britain have ever produced - Mr Colin Jackson!

240 streams and downloads



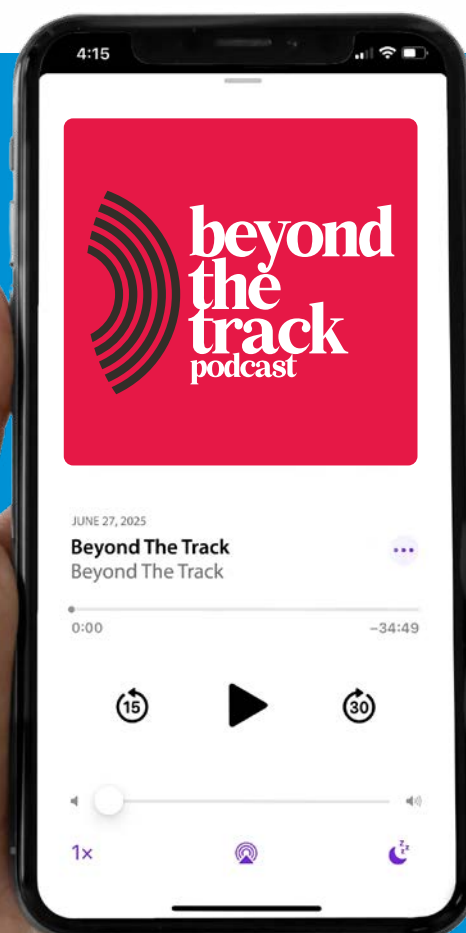
03

From Heartbreak to Olympic Marathon - Clara Evans

213 streams and downloads



James Thie, Colin Jackson and Jenny Nesbitt



Key Digital Stats (1st September 2024 – 31st August 2025)

This year has seen significant growth in the Welsh Athletics social media channels with followers up by nearly 5,000 compared to last year and we have hit our 2026 followers target, breaking the 40,000 total following mark! We have also experienced some major break throughs with many more media outlets and partners collaborating on posts including BBC Sport Wales and Sportsshoes which has helped us reach a wider audience. We have also increased the amount of video content we create.

Key Stats



Social Media

Total Followers

42,596

up 4931 followers
(+ 12.3%)

Total Impressions

12.31m

up 3.17m

Total Posts

2,670

Total Views

10.85m

+ (25M in Instagram Collaborations)

Total Engagement

398,200

(No Youtube or TikTok stats)

Post Link Clicks

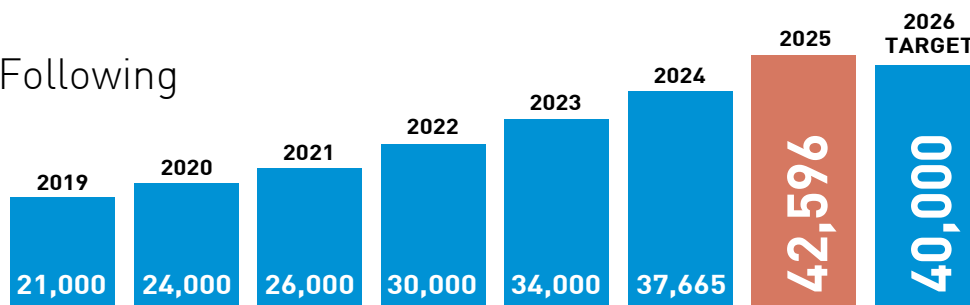
48,580

up 4931 followers
(+ 12.3%)



Social Media Following

This last year our social media following for Welsh Athletics has surpassed our 2026 target of 40,000 followers.



Followers

Instagram	11,972	up 2,981	= +28.4%
Facebook	11,172	up 1,252	= +11.9%
X (Twitter)	14,499	down 350	= -2.4%

TikTok	1,532	up 327	= +23.9%
LinkedIn	1,749	up 374	= +20.1%
YouTube	1,672	up 282	= +18.4%

Total followers = 42,596



Website

Total number of page views = **1,766,467** (+15.6%)

Total number of users = **707,038** (+46.3%)

Total number of new users = **138,000**

Top 3 visited pages

1. Competitions
2. Competition Results
3. Blogs



Members Newsletter

Number of email campaigns sent = **133** (+18%)

Total emails delivered = **227,787** (25.3%)

Average email open rate = **57.4%** (+3.1%)

Average click rate = **4.7%** (-1.5%)

Top Performing Social Media Posts



Instagram



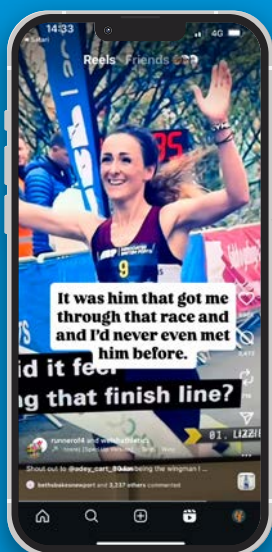
Views:
24.7M



Date and time:
June 25, 2025



Type of post:
Collaborator Reel



Facebook



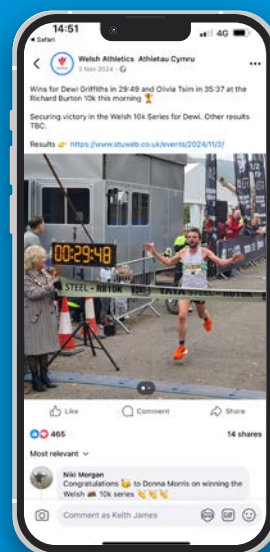
Views:
62,388



Date and time:
**November 3, 2024
at 12:30pm**



Type of post:
**Result
Announcement**



X / Twitter



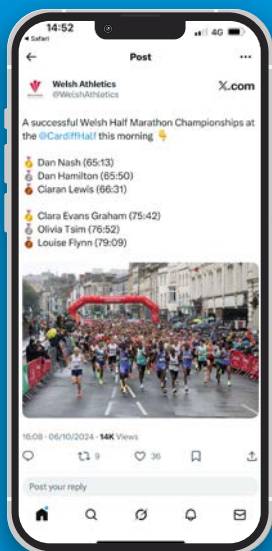
Views:
14,100



Date and time:
**October 6, 2024
at 3:08pm**



Type of post:
**Result
Announcement**



TikTok



Views:
33,000



Date and time:
July 23, 2025



Type of post:
Podcast Clip



LinkedIn



Views:
7,668



Date and time:
**17 Dec, 2024
at 2:38pm**



Type of post:
**Event
Announcement**



YouTube



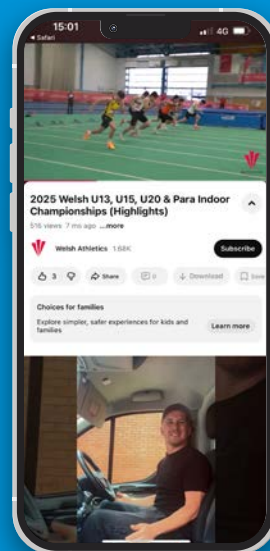
Views:
510



Date and time:
Feb 5, 2025



Type of post:
Wrap up Reel



PARTNERSHIPS & COMMERCIAL

Jozie Postles | Head of Marketing & Communications | **James Williams** | Chief Executive of Welsh Athletics

NIXI Body & PeBe Sportsbra

At the start of 2025, we teamed up with **NIXI Body** and **PeBe Sportsbra** - two innovative brands supporting active women.

**NIXI
BODY**

NIXI Body creates leak-proof underwear designed for active lifestyles.

PEBE
PB. YOUR PERSONAL BEST

PeBe Sportsbra designs high-performance sports bras tailored to women's natural movement and curves.



We were proud to welcome both brands to our inaugural Women's Running Conference in April, where they offered 1:1 fitting sessions and expert advice to attendees. As part of the partnership, members can enjoy:

NIXI BODY **15%** off NIXI products

PEBE **10%** off PeBe Sportsbras
PB. YOUR PERSONAL BEST

We're also planning exclusive webinars with both brands to further engage and educate our community.

SPORTTAPE



In August, Welsh Athletics welcomed SPORTTAPE as our official Tape Supplier.
This multi-faceted partnership includes:

- A 10% discount for all Welsh Athletics affiliated members
- Access to educational content from physiotherapists and elite athletes on common running injuries
- Behind-the-scenes content following athletes on their journeys toward the Commonwealth Games

This partnership supports both the performance and wellbeing of our community.

Joma



In May, Welsh Athletics renewed a four-year partnership with Joma to supply all sportswear for our athletes, staff, and volunteers. In addition, Welsh Athletics will purchase Joma apparel, branded with the WA logo, to sell at events. We're excited to continue working with Joma and build on our successful collaboration.

Thank you for your ongoing support

SPORTSSHOES.COM **polytan**

OFFICIALS

Zoe Holloway | Officials & Volunteer Coordinator



Since September 2024



During the 2023/2024 reporting period, a total of 105 officials entered training, with 99 successfully qualifying at Level 1. In addition, over 10 officials advanced further, achieving accreditation at Levels 2, 3, or 4.



Current landscape



Reward Scheme

As part of our continued recognition of the official's community, supporting numerous events throughout the year, we continue to improve the Welsh Athletics Officials Reward Scheme. The scheme continues to acknowledge both the commitment and progression that is shown by our volunteer officials each year.



Carina Jones

Official Selections UKA

UK Indoor Championships Feb

Competition Director | **Sue Maughan**
Jury of Appeal | **Sue Hooper**
Field Judge | **Chris Berry**
Starter Assistant | **Rob Hooper**

Diamond League July

Competition Director | **Sue Maughan**
Field Judge | **Becky Bell**
Field Judge | **Sue Alvey**
Starter Assistant | **Rob Hooper**
Track Judge | **Rory McKerlich**
Call Room | **Sue Hooper**

UK Outdoor Championships Aug

National Technical Delegate | **Dave Jessett**
Field Referee | **Amy Price**
Field Judge | **Carina Jones**

Sue Maughan's Selections

World Para Athletics (WPA)

Sept 24 Paralympics, Paris -
WPA international technical official (ITO)
Feb 25 WPA Grand Prix Dubai - ITO
April 25 London Marathon 2025 World Marathon Majors - ITO
Aug 25 BWAA Grand Prix Stoke Mandeville - Technical Delegate
Sept 25 New Delhi World Para Athletics Championships -
Lead Callroom Referee

For European Athletics

July 25 Morton Games - Bronze Dublin Technical Delegate



Sue Maughan

Dave Jessett's Selections

Sept 24 Paris 24 Paralympic Games -
WPA Technical Delegate (Paris, France)
April 25 TCS London Marathon -
WPA Technical Delegate (London, UK)
May 25 Daniela Jutzeler Memorial Meeting -
WPA Technical Delegate (Arbon, Switzerland)
June 25 Swiss National Wheelchair Championships -
WPA Technical Delegate (Arbon, Switzerland)
Aug 25 Copenhagen Athletics Games [WACT Bronze Level] -
European Athletics Technical Delegate
(Copenhagen, Denmark)
Sept 25 Berlin Marathon -
WPA Technical Delegate (Berlin, Germany)

Dave has also delivered overseas official education training courses in both Mexico & India.

May 25 World Para Athletics NTO training course and exam -
WPA Educator and Assessor (Guadalajara, Mexico)
July 25 World Para Athletics NTO training course and exam -
WPA Educator and Assessor (Bangalore, India)



Dave Jessett
Photo Credit:
Paul Stillman

Officials Pathway Update

Following a comprehensive review carried out by the HCAF leads of the feedback received from officials across disciplines during December, the Officials' Pathway for

the 2025/26 season was finalised. The updated framework reflects a commitment to accessibility and consistency across all officiating levels and disciplines.

Track & Field – Starter (Level 3)

To support progression within the Starter role, the practical experience requirement has been revised:

- **Minimum of 15 practical experiences as a Starter.**
- **Minimum of 5 practical experiences as a Starter's Assistant since attaining Level 2.**

Rationale: The previous requirement for Level 3 Starter experiences was deemed unrealistic for many officials. This adjustment ensures the pathway remains achievable while maintaining standards.

All Disciplines – Level 3 Chief / Referee Reports

Officials seeking Level 3 accreditation must obtain a Chief/Referee report:

- **The report must be completed by a Level 3 Official (with a minimum of two years' experience) or above.**
- **At least one report must be from a meeting where the official acted as Chief/Referee at a suitable level.**

In cases where a higher-level official is unavailable within the discipline:

- **Evidence of acting as Chief/Referee must be included in the Record of Experience.**
- **This must be supported by confirmation from the event organiser or meeting manager.**

Rationale: Feedback highlighted challenges in arranging Level 3 Chief reports due to the limited availability of higher-level officials. This provision ensures flexibility while maintaining the integrity of the process. However, every effort should be made to secure a formal Level 3 Chief report in the first instance.

The NEW level 3 questions have been introduced since April this is to balance the steps up the pathway from level 1 to 2 and 2 to 3 to prepare officials for question sets at level 4.



Officials at Welsh Indoor Championships

Endurance – Level 2

To align with Track & Field standards, the following updates have been made:

- **Minimum of 10 practical experiences since achieving Level 1 (previously 6).**
- **Evidence of shadowing a referee at a league, county, or district meeting must be included in the Record of Experience.**

Rationale: These changes ensure consistency across disciplines and provide aspiring Level 2 endurance officials with exposure to the role of race referee, including access to on-the-day mentoring and support.

In the Spring we continued to collaborate with the Home Countries on hosting Communities of Practise webinars for sharing best practise across the officiating community sessions such as: 'What do I record on a level 2 feedback

sheet?' 'What is the long throws protocol?' 'How do I fill out my record of experience?' Guest speaker q&a sharing journey as an official progressing through grassroots officiating to international events across the world.



Officials off track

At the end of August 2025 **Rob Campion** was newly appointed as Officials & Volunteer Coordinator.



Rob Campion

I started my athletics journey as a parent following the buzz after London 2012. Over the years I've volunteering in many different roles within a club committee and then focused on my journey into the coaching and officiating pathways.

I'm an active coach at Neath Harriers and a Level 1 Starter/Starters Assistant. Also, I'm the current West Wales Chair and over the years have volunteered at many Welsh Athletics events, often you will have seen me at Welsh Athletics Championship Events on medal presentation.

Having had many years of volunteering experience I understand the critical role our volunteers and officials play to be able to run any event and how important you all are to us; I look forward to supporting and developing officials and volunteers across Wales in the coming years

VOLUNTEERS

Zoe Holloway | Officials & Volunteer Coordinator

Volunteer Benefits

This year has seen the launch of a new volunteer incentive event volunteers will now be rewarded with a purple Welsh Athletics volunteer hoodie for volunteering more than 5 times. We continue to support the recognition of volunteers at our annual awards evening with categories such as 'Services to Club Development' (soon to be 'Services to Athletics') and 'Volunteer of the Year'.



Quotes from Sport Wales Volunteer Video

Every event is different. But it's always fun.

A great way to give something back

These events don't happen without volunteers. To be part of a Welsh team as a volunteer gives me just as much pride as any running achievements that I had when I was younger.

Volunteers are the lifeblood of athletics.

I come home from volunteering with a smile on my face.

It's a kind of mindfulness, giving back to the community and being with other people in a selfless role.

Whilst I'm not able to compete I am able to be part of the atmosphere.

31 Race Director course attendees

This year marked the successful relaunch of the refreshed Race Director training programme. Two courses were delivered in January and March. The first, held in Cardiff, reached full capacity with 20 attendees. The second course took place in Carmarthen, welcoming 11 participants and both delivered by experienced race director Nigel Jones. Looking ahead to the autumn, two additional courses will be scheduled to take place in South and North Wales. All candidates will receive a blue Race Director high-visibility vest as part of the programme.



Award Recipients in 2025

Award of Honour

 **Reg Burke BEM ***

 **Ian Robinson**

 **Charles Ashley**

 **Ron Morris**

Meritorious Award

 **Robert Jones**

 **Michael Robbins**

Life Members of Welsh Athletics

1989 **Raye Evans ***

1989 **Ron Evans ***

1991 **Margaret Elgie ***

2001 **Lynette Harries**

2002 **Ivor Adams**

2003 **J. Barrie Owen**

2005 **David Alun Williams***

2009 **Jan Evans**

2015 **J. Clive Williams**

2020 **Joyce Tomala**

2022 **Ian Griffiths**

2023 **Steve Brace**

1989 **Ken Harris ***

1991 **Bill Evans ***

1992 **Frank Ireland ***

2002 **D. Hedydd Davies**

2003 **Gwilym Evans ***

2004 **Alan Currie**

2007 **John H. Collins ***

2009 **Keith Matthews**

2017 **John Penny**

2022 **Brenda Currie**

2022 **Graham Finlayson**

2025 **D. Stephen Perks**

*Denotes deceased



WELSH ATHLETICS
ATHLETAU CYMRU

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office@welshathletics.org

Athletau Cymru Cyf

Campws Chwaraeon Rhyngwladol Caerdydd
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