

Welsh Athletics Board Meeting Minutes

27th September 2021

Meeting held remotely via video link

Present: Steve Perks (Chair) (SP), Nick Everitt (NE), Sue Alvey (SA), Bernie Plain (BP)
Tom Overton (TO), Helen Adams (HA), Jonathan Ford (JF), Lorna Kerr (LK)
James Williams – CEO (JW), Robert Sage (RS), Mark Munroe (UK Athletics)

Papers circulated in advance:

Agenda for 27th September 2021, Minutes of Board Meeting May 2021
WA Eligibility Discussion Paper
UKA/HCAF Working Group - Schedule 2: Roles & Responsibilities

REPORTS

CEO Report, Safeguarding Report, Risk Register
EDISG Sub-group Report, GSG Sub-Group Report
Finance Sub-Group Report, 2020-21 Accounts & Management Letter
WA Sept 2021 Board Pack - dashboard

1. Apologies for Absence

None

2. Declaration of Interest

None

3. Previous Minutes & Actions

Board discussed previous meeting minutes and actions.

ACTION:

- Wording of Nomination Policy for CG amended as requested.
- Chair will be corresponding directly with individuals regarding the withdrawal of awards following approval of the policy as necessary.
- July meeting was a joint Board & GC meeting – amend date reference in minutes of May Board.

4. To receive an update on UK Athletics Coaching Strategy

MM, UKA Director of Development, took the board through the strategy.

Key areas of progress / future development:

- better data on who the 'active' coaches are as opposed to those just licensed.
- Time listed as number one barrier to participating in coaching
- Top priorities were listed as new qualification structure and mentoring programme
- Requirement for ongoing support, CPD & learning after initial qualification
- Flow of data and information held centrally down to grassroots / club coaches needs to improve
- Professional standards to be developed and linked across to CIMSPA industry standards and benchmarked to other sports to aid the development of systems for paying coaches.

- Need to link Coaching strategy into schools/education system and teachers was raised
- Role modelling of diversity needs to start at the centre, and to reflect the membership/participants at all levels
- Slides were circulated to the Board.
- Due date for publication of strategy is – action plan to be published to 2025
- Diversity to be covered
- Who are the ‘inactive’ coaches? Work ongoing to understand who these are and why they are no longer active.

5. To approve the 2020/21 Annual accounts and Audit Report

JW/NE discussed the accounts and recommended them for approval and publication.

Any funds not needed for Cash Flow are held as investments and these have performed well this year. JF queried Creditors on the accounts – largely due to deferred grant funds from previous year.

Spelling error to be corrected in the appendices of the audit letter.

DECISION – Board unanimously approved the financial statements

6. To receive an update on UKA Governance

SP & JW updated the Board in relation UKA Governance - UKMC had rejected recommendations on changes to the articles of UKA at an EGM last week. The risks to WA resulting from this were presented and discussed. JW is to meet with Sport Wales to discuss the outcomes and report back to the Board.

7. To consider the paper on Welsh Athletics Eligibility

The Board discussed updating the Welsh Athletics eligibility criteria regarding residency rules to be consistent with Commonwealth Games Wales requirements and provide clarity across the sport.

DECISION – Board approved changes to the Byelaws

8. To receive the following reports

a. Finance – NE

Unable to provide full update due to lack of detail on performance finances, work is ongoing & update will be provided.

b. Equality – HA

Recommendation around data from the Intermediate standard are being worked on and were presented in Power BI.

Concern raised by NL & HA around timescales for response to publication of transgender research undertaken by UK Sport from Sport Wales.

c. Governance – NL

Momentum to continue in relation to implementation of safeguarding review whilst recruitment is underway for a new Safeguarding & Compliance Officer.

Ongoing need to recruit NEDs from a diverse background was raised and covered. LK keen to assist and advise in this area.

d. Development & Participation – TO

Subgroup has come together and met for the first time. Pleasing to have a diverse and experienced group who are keen to contribute.

TO stressed the need to consider how the subgroups will interact going forward where areas of work overlap.

e. General Council – SA

Still concern around lack of regional representation and club representation at regional councils and impact on flow of information. Vice Chair role to be advertised and linked to succession planning, to shadow Chair and assume role in a year's time.

Concern raised from GC around inter-regional competition and commitment to this from all regions. GC to continue online.

f. CEO

Requirement for COVID passports for events is being planned for, particularly in relation to indoor competitions.

Submission to host World para-athletics federation for athletics has been put in with Sport Wales, Welsh Government and Swim Wales.

Data provision – membership tracking highlighted.

See report for full details

9. Reflection on Risk

NE clarified that reserves linked to financial risks are set by the executive, not by FSG – FSG make provision to cover the amounts proposed.

10. Any other business

BP raised R4W finances. JW & NE confirmed that WA are no longer budgeting on the expectation of receiving any funds from R4W.

Board appraisals to take place in October.

11. Date of next meeting

Proposal for a face-to-face session with the Senior Management team – dates to be canvassed for in the week commencing 22nd November.