

## Welsh Athletics Board Meeting Minutes

**22<sup>nd</sup> September 2025.**

*Meeting held remotely via video link.*

---

**Present:** James Williams [JW], Chris Type [CT], Lynne Brier [LB], Jonathan Ford [JF], Andrew Thomas [AT], Nigel Walker [NW], Chris Gough [CG], Fay Benningwood [FB], Lorna Kerr [LK], Laura Mason [LM], Dan Clements [DC], Steve Perks [SP], Eleanor Cartlidge [EC], Tom Overton [TO]

**Apologies:** Catherine Lewis

**Circulated papers:**

1. Sept 25 Agenda.pdf
2. CEO update Set 25.docx
3. Safeguarding report Board Sept 2025.docx
4. SW board paper September 25.pdf
5. WA Board Finance Update Sept 2025.pdf
6. W304L FINAL accounts (full) 31.03.2025.pdf
7. WA – 2025 Letter of Representation.pdf
8. WA – 2025 Management Letter.pdf
9. WA Board – Articles of Association.docx
10. WA Articles – Legal Review 2026 (summary of amendments).docx
11. WA Board Minutes – May 2025.docx
12. WA Board Minutes – July 2025.docx

**1. Welcome**

SP welcomes the Board to the meeting and requests a longer meeting for the next Board meeting due to a full agenda.

**2. Declaration of Conflicts of Interest**

N/A

**3. Previous Minutes and actions**

Both the May Board meeting minutes and July joint Board and General Council meeting minutes were accepted.

## **For Approval**

### **4. 24/25 Annual Accounts**

Presented by AT, accepted by the Board

### **5. 24./25 Audit Report**

Presented by AT, accepted by the Board

### **6. Updates to Articles**

Presented by AT, accepted by the Board

## **For information**

### **7. Update to CRM/IT System**

Presented by AT. A requirement for programme and membership management tool was identified through the recent junior membership project. The current platform is dated and does not meet the requirements. Discussions have been had with UKA and England Athletics to phase to a cloud -based system. AT to provide regular updates on the process to the Board. The Board are excited about the project providing the sustainability of the system to be able to future-proof.

### **8. National Development Programme Update**

Presented by CT. Current athlete standings are as follows: World Class Programme (WCP) – 9, Performance – 5, Transition – 16, National Development Programme (NDP) – 75. 9 athletes were deselected in 2025 with exit plans or re-entry targets. Current key learnings are:

- Flagged athletes from 2024 season showed the biggest rates of progression within their event groups
- 2024 cohort was over captured strategically but resulting in athletes being flagged in 2025.
- Athletes and coaches who don't engage are less likely to progress through the system
- The sprints pathway is least engaged with Athletes struggling to progress through transition level
- Structure change to incorporate more bespoke event specific development
- More contact time with Athletes and Coaches is the key

Wales are in a good place for the CWG so far with 6 at A standard. CT presents the timeline until the CWG, including warm-weather training camp, nominations, selection and holding camp.

LB questions coach engagement when an athlete gets selected for programmes. LB also asks what support mechanisms are in place for deselected athletes. CT answers that the flagging process can last as long as it needs to support the athlete.

## **For discussion**

### **9. Board subgroup Structure**

JW asks for any immediate thoughts from the Board on the current sub-group structure. DC suggests a need for a digital and data group. LM seconds the need for a data and digital space group. LM asks for visibility as a Board over what is done within the subgroups. LK points out the burden/work from sub-groups not always falling on the same individuals. TO highlights the importance of reporting.

## **Board Sub-Group Updates**

### **10. Finance**

No further update following the shared papers.

### **11. Development & participation**

The group has been joined by Chris Anthony the new head of development. Project 2030 and growing participation is at the forefront of the group. Not just working with existing clubs.

### **12. General Council**

The reports were sent out before the meeting.

### **13. UK members report**

The reports were sent out before the meeting.

### **14. People & Culture**

The employee engagement survey has been sent out and is due to close at the end of October.

### **15. Performance**

As seen in update 8.

### **16. Sport Wales**

FB presents on the new capability framework structure, including core requirements as well as best practices.

### **17. AOB**

AT reminds directors of the new HMRC self-declaration.

TO has had an extremely positive experience with his mentorship with a YAA.

JW reminds of the AGM and the launch of the Women's Safer Running scheme at the Senedd on the 7<sup>th</sup> October.

### **18. Date of next meeting**

AGM 25<sup>th</sup> October

Board Meeting 24<sup>th</sup> November 2025