

## Welsh Athletics Board Meeting Minutes

**31<sup>st</sup> March 2025.**

*Meeting held remotely via video link.*

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

**Apologies:** N/A

### **Circulated papers:**

1. March 2025 Agenda
2. WA Board Minutes - Jan 2025
3. Welsh Athletics Anti-Doping Board report – update 100325
4. Supporting Document Commonwealth Games 2026 Nomination Policy Supporting Document
5. Final Board Welsh Athletics CWG 2026 Nomination Policy
6. 2025-01 WA Board March 2025 – Finance Update for BOARD
7. CEO update Mar 25
8. Safeguarding Report March 25
9. Handling DBS Certificate Data and Passing on Information
10. Receiving DBS Information from UK

### **1. Welcome**

SP welcomes Nigel Walker to the Board as new vice-chair as well as WA's new Sport Wales partnership manager Fay Benningwood. The Board made their introductions.

### **2. Declaration of Conflicts of Interest**

n/a

### **3. Previous Minutes and Actions**

No matters arising – minutes were accepted.

### **4. UKAD**

RW presented on the UK Anti-Doping assurance framework and annual submission including the education of all performance athletes since December. The monitoring and measuring of anti-doping below the performance level was questioned. CT welcomed suggestions as the number of touchpoints makes the monitoring process difficult.

## **5. Commonwealth Games Policy**

The policy was proposed to be accepted as quickly as possible so preparations can be made from both WA and athletes.

CT and DC presented the policy including the philosophy of delivering the top six performances at the games, the process of selection, and data sets for standards.

JW praises the work the Performance team have had to pull together in the last 18 months. A request to Team Wales to extend the nomination period was denied.

Questions from the board were answered including:

- Changes to code of conducts for athletes – there have been minor changes.
- The panel – PD offers assistance with documents where content is subjective.
- Will B standards will be taken seriously. SP advises that standards are tight to ensure fairness and to encourage B standard athletes to compete.
- The fairness of the spread of events. CT answers that there are nuances in the sport which don't allow for that but all athletes have the same championship opportunities within the calendar.
- The reasoning behind the rejection of the appeal for a longer process due to athletics' training calendar. JW answered that Team Wales said it is to give as much time for preparation as possible.
- A comms piece to cover FAQ's will be created with the performance team.

The Board accept the Commonwealth Games Nomination policy.

## **6. COL increase**

CG presented the upcoming budget including the proposed uplift in salaries for cost of living purposes.

CG also presented the proposal for a profit of 9k in 2025-26 to represent strategic investment.

PD questions how the proposed increase will land with staff – CG thinks this will be viewed by staff as WA doing as much as they can, as it is above inflation levels.

LK and TO suggest the importance of the comms surrounding the pay increases and the positive stories to increase job security fears.

The Board approve the COL increase proposal.

## **7. 25/26 Budget**

AT presented the budget including staffing costs, changes to income and matched expenditure going through accounts and the confidence in meeting the budget. JW extends thanks to the work from the finance team as well as Sport Wales for their help with funding cuts.

The Board approved the proposed 25/26 budget. The Board want to thank the work of WA to be able to produce the positive news story in regard to budgets.

## **8. Updates / Reports / Information for circulation**

### **a. Equality Update**

JW presented that WA are looking to go to panel regarding the insport gold to embed key areas.

The first Women's Running Conference in Wales is being hosted by WA as part of a larger campaign going forward.

### **b. People & Culture**

N/A

### **c. Development and participation**

Good first discussion with Katy Evans as part of the Junior membership offer with TO as project sponsor – good turnout and input into the discussion.

### **d. Performance**

As above

### **e. General Council report**

LB presented the main aspects of the last meeting with someone to represent the masters category joining the GC, with hopes to extend representation in the future. The GC had a positive presentation from Chris Moss on facilities.

### **f. Safeguarding report**

JW presents that the first CWOs are coming up for renewal, so expecting a lot of movement in that space. Ieuan Watkins is currently leading an upskilling event for current CWOs.

WA are working their way through ACT recommendations and hopes to bring a formal action plan to the Board following that.

UKA will undertake a full safeguarding review.

For WA level 3 safeguarding the CPSU guidance docs are required to be brought to the Board.

The 'Handling DBS Certificate Data' and 'Passing on Information Receiving DBS Information from UK' documents were accepted by the Board.

### **g. Sport Wales**

JW and JF updated on SW resilience work and the new operating model, including the concept of shared services/level 2 leadership. It was highlighted that there is no clear direction, and SW wants it to come from NGBs rather than them.

FB presented that funding is currently being looked at as part of the resilience work.

## **9. CEO Report**

JW made note of Jeremiah Azu and Melissa Courtney's recent achievements.

## **10. AOB**

SP congratulated Jeremiah Azu on behalf of the Board as well as Helen as his coach.

## 11. Date of next meeting

*19<sup>th</sup> May 2025*