

Welsh Athletics Board Meeting Minutes

27th January 2025.

Meeting held remotely via video link.

Present: Eleanor Cartlidge [EC], James Williams [JW], Steve Perks [SP], Harri Holt [HH], Lynne Brier [LB], Catherine Lewis [CL], Laura Mason [LM], Libby Steele [LS], Philip Draper [PD], Lorna Kerr [LK], Tom Overton [TO]

Apologies: Dan Clements [DC], Jonathan Ford [JF], Katy Evans [KE], Chris Gough [CG]

1. Welcome

SP welcomed the Board including an observer from the Youth Athletics Ambassadors Harri Holt.

2. Declaration of Interest

N/A

3. Previous Minutes and Actions

The minutes of the last meeting were accepted once a date within point 7 was updated.

4. Terms of Reference – Youth Athletics Ambassadors Forum (for info)

LS and HH spoke through the YAA with the Board. The YAA includes 15 athletes from across Wales. The group involves a variety of athletics disciplines/events. The group has met several times both online and in person which has included focus sessions on the Terms of Reference as well as an away day to Storey Arms in Brecon. The YAA's have highlighted a need for a key focus on social media and competition development for young members.

SP asks that the YAA members be made familiar with Board Members for future reference (at events etc).

SP asked whether different members of the YAA will attend different meetings – LS shared that they would hope for it to be a variety of experiences for the members.

TO asks how the Board can support and if mentoring would be a valuable offer.

LB would like to welcome a member of the YAA to the General Council.

5. Moving To Inclusion Update

LS presented to the Board on the Moving To Inclusion process Welsh Athletics is currently working through. Welsh Athletic has identified short, medium and long-term actions to try to approach the framework holistically.

The process involved regular check-ins with all staff involved and Sport Wales has recognised Welsh Athletics for their success with the process so far.

LS presented the progress made so far including EDI policy review, values review, Equality impact assessment training, data and insight partnership and representative imagery.

LK asked about the possibility of re-doing a baseline assessment.

SP raised a question about the new framework having no formal accreditation.

JW praises the work LS has done to engage the staff in this process. The next steps to embed this process will be to get more involvement from the Board.

LK put herself forward to assist with the process with her experience in the area.

TO also happy to help and is pleased with the work around the values.

SP thanks LS for her work and presentation in this area.

6. Chair Update

SP's UKA term is coming to an end but the Board voted for him to continue for another term, with the caveat that it will go for the length of his remaining Welsh Athletics term. LB will become WA representative for the UKA Members Council, the Board agreed.

7. Organisational values and behaviours presentation

LK introduced the values work and that the presentation in the meeting was for information purpose. A further session will be held for Board/others interested.

EC presented the framework and the new values.

The Board want to make sure this framework becomes the forefront of Welsh Athletics.

8. Updates / Reports / Information for circulation

a. Finance report

JW presented the finance report on behalf of CG.

- Membership is ahead of budget
- Commercial talks are in place but yet to come into fruition.
- Corporate programmes starting (Admiral, EE). This will continue to be a focus next year.
- WA is on track to hit the budget, there could be a potential surplus due to more of an underspend/extra grants that weren't expected.
- JW presented income opportunities including Starting Blocs, a youth offer and coach licensing.
- An external VAT review was undertaken with hopes of improving VAT efficiency.
- There were no questions from the Board.

b. Equality Update

See MTI update above.

c. People & Culture

See values above.

LK is undertaking performance management work with SMT and EC.

d. Development and participation

Looking to improve the junior offer. Once the scope of work is understood members of the YAA/junior community will be involved.

e. Performance

Many aspects of the Commonwealth Games are still undecided but will hopefully receive more information in the coming weeks.

SP and Chris Type have had a conversation regarding standards for the Commonwealth Games.

JW noted that the approach WA takes for the Commonwealth standards will go through the Board.

f. General Council report

LB presented the main points from a General Council report including concerns still circulating regarding club affiliation. WA have acted on that with website updates. Uncertainties with age groups were also fed back – in response some webinars will be held for Wales.

A discussion around the safeguarding of volunteers was reported following an incident that is being dealt with formally. The worry that the athlete would be affected by the codes of conduct for parents was presented.

CL asked about referral procedures following safeguarding incidents. JW answered that Carl Williams the Safeguarding lead at WA does follow these processes.

Action – to follow up on this last point in a future Board meeting

g. Safeguarding report

JW presented key points from the safeguarding report produced by Carl Williams. WA is the second NGB in Wales to submit for the Ann Craft Trust. Action points were shared including the focus on the Adults at Risk training becoming compulsory.

There have been 3 outcomes from a safeguarding process including lifetime suspensions to an official and a coach. Those individuals had received awards from Welsh Athletics which will be withdrawn.

PD asked about anonymous options for safeguarding reporting, there are many ways to do so.

h. CEO report

JW highlighted key points from his report including the success of the Senior Indoor Championships as well as Cross Country Championships. Senior indoor championship numbers were down but this was to reduce timetabling issues so is not a concern.

Positive trends include membership growth, coach education and Starting Blocs. A lot of the age group changes have been agreed upon and shared with the sport. JW presented key staffing changes including Ryan Spencer-Jones moving up to UKA. The performance team have brought on Ashley Bryant as a jumps lead consultant.

9. AOB

Performance director UKA. Financial situation with UKA is improving and joint ventures with Diamond League and other events is progressing well.

10. Date of next meeting

31st March