

## Welsh Athletics Board Minutes

**27<sup>th</sup> March 2023 6pm-8pm**

*Meeting to be held via Teams.*

*Steve Perks, James Williams, Tom Overton, Dan Clements, Helen Adams, Jessica Hardy, Jonathan Ford, Nick Everitt, Sue Maughan*

*Apologies –*

*Lynne Brier, Jamie Clode, Lorna Kerr*

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*Papers circulated in advance:*

- A. DOC Minutes from Previous Meetings
  - B. DOC CEO report
  - C. DOC Safeguarding report
  - D. DOC Finance report
  - E. DOC 2022 Commonwealth Games review
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### **Introductions**

#### **Declaration of Conflict of interest**

- N/A

#### **Minutes of Last Meeting (*by Exception*)**

Group discussed previous minutes, actions and any updates since the previous meeting.

R4W update

- Members discussed the renaming of the foundation to WA Charitable foundation.
- The board discussed Sport Wales funding and the New CEO of Sport Wales who has a good working relationship with Welsh Athletics.

Safeguarding

- JW updated the board on UKA's plans for their financial involvement with safeguarding. The board discussed UKA wanting to see an independent body to look at safeguarding (similar to UKAD across all sport).

Board portfolio update – have now hired CG as finance NED

The group discuss recent updates regarding transgender.

#### **Commonwealth Games Review – Presented by SM**

SM reports feedback from Commonwealth Games with 3 main recommendations;

Communication and engagement- More formal comms needed with a communication plan recommended for 2026 with positive media engagement in the lead up to 2026.

WA Staff team- Need more clarity of roles with t&d needs needing to be met for areas such as having difficult conversations. 3 way conversations with WA lead, athlete and coach with

consistency – record of conversations that lead to selection process. Will hopefully relieve pressure on performance team.

Strengthening partner relations- Early conversations with team Wales and DSW with regular engagement recommended.

Board discussion -

- SP reports that WA don't know quotas until late and numbers depend on the overall numbers within the games – SM states performance lead must embed throughout and have ongoing conversations, so no selection is a shock
- Board discusses athlete panels and report masters is working well and junior and senior could be better. Importance of having clarity on what roles are for. JW comments on difficulty to separate personal and professional staff duties SM agrees neutrality is important.

Action – Performance SG will come back with actions.

### **Budget Proposal**

- CG presents budget position for full year FY24 – loss of £22,000 for the full year.
- Presents income streams and expenditure.
- Board are reassured Sport Wales grant has been set aside for contingency.

SP confirms budget has been approved.

### **Board Portfolio 2023 Roadmap (Plan)**

- **Safeguarding – presenter not attended**
  - JW updates briefly on tracking trends and making sure WA are consistent with the level of asking.
  - Internal training for staff and board – Lynne and Carl would raise.
- **Performance –**
  - DC Presents 2023 SMART objectives including conducts needs analysis for performance department, performance dept. VMOST strategy, the restart and reinvigoration of PSG, independent development plans and athlete support systems.
- **General Council - presenter not attended**
  - JW updates – two strands. Desire for regions to feel more empowered

### **AOB**

None

### Next Meeting -

ID	Action	Owner
1	WA Structure 28/01 Action open James to provide further update on D&P Structure Changes next meeting 27/03 completed consultation. Any further updates to be managed through ongoing CEO updates.	Closed
3	Portfolio plans for 2023. 28/01 Completed by HA, TO, LK and JF Next meeting to be done by LB, DC, JC 27/03 Completed by DC, Next meeting to be done by LB and JC	LB, JC
6	Ensure Clubs to be given details of the funding options available to them <i>28/01 Remains open</i> 27/03 Comms has been shared, action closed	Closed
7	LK to propose arrangements for 2023 (Ref Confidential Paper) 28/01 Verbal update provided, work remains ongoing 28/03 Ongoing	LK
	28/01/2023	
8	Send the board the structure of R4W Ltd 27/03 JW to share	JW
9	Strategy for funding opportunities withing the WACF 27/03 JW to report after meeting on 31 <sup>st</sup> March.	JW
10	More work is needed on Board Diversity. Helen to oversee working group, supported by Tom and Lorna 27/03 ED&I Meeting held to commence conversations, session to be held with Tom and Lorna	HA
11(i)	Solution needed for data capture 27/03 Covered at ED&I, further update to be held next meeting.	JW & HA
11(ii)	Solution needed for information sharing and collaboration at Board Level 27/03 Carried forward	JC & HA
12	Send Departmental roadmaps to board members 28/03 Packs were shared on 22 <sup>nd</sup> March.	Closed
	27/03/2023	
14	Commonwealth Games Report - Action Plan to be produced	DC