

# Welsh Athletics Board Minutes

**28<sup>th</sup> November 2022 18:00-20:00**

*Meeting to be held via remote video conference (TEAMS)*

*Nick Everitt, James Williams, Steve Perks, Helen Adams, Lynne Brier, Jonathan Roberts, Dan Clements, Jamie Clode, Lorna Kerr, Tom Overton, Jonathan Ford,*

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*Papers circulated in advance:*

- A. DOC Minutes from Previous Meetings
- B. DOC CEO Update
- C. PDF Transgender Update
- D. DOC Staff Engagement Survey Report
- E. DOC Club Welfare Officers
- F. PDF Development and Participation

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## Introductions

- Lynn, Dan & Jamie first board meeting & introduced themselves.
- Nick Everitt – new vice chair of board

## Declaration of Conflict of interest

- None

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

- SP asked the group for any comments relating to previous meetings. – No comments. Group happy with previous meeting minutes.

## UKA Update

- Discussions with UKA have been ongoing regarding to future finances of UKA. It has highlighted a possible risk with future funding opportunities.

## Transgender- approved position in the previous meeting.

- World Athletics are applying their testosterone policy to the transgender policy. This is not what WA and HC boards had agreed and what to ensure that the policy fair.

## WA Organisational Update

- Members of staff have been seconded to UKA; one member of staff is endurance lead while another is potentially accepting a full-time position.
- Restructure of the Performance team – interviews for Performance lead.
- There is new athlete criteria for funding. This includes Athletes who are existing the programme, are offered a duty of care package which includes psych support.
- London Marathon and RW partnership are ongoing. Park Run and daily mile have expressed an interest to invest in WA.
- School sports Survey –athletics has decreased in participation, but social running has increased.
- UKA will switch off the current race licence system. WA are currently researching a new system which will be reviewed and taken to FSG and Board for approval.

## **Portfolio Updates**

- Club Welfare Officers

Over 170 officers have been trained and meeting a minimum requirement. There are several small clubs that are struggling to achieve the requirements.

**Request: Refine min standards. Clubs below 15 members to have 1 officer instead of 2.**

**Decision – Board agreed to refine standards if EIA is completed.**

- D&P restructure

WA currently have a team of club development officers who create links with clubs & schools but there is a capacity issue that does not allow WA to provide/ take advantage of opportunities that arise. WA would like to create specialist positions within the team which will help to build sustainable systems.

- Run Wales – WA are looking to use Run Wales to focus on health and wellbeing within social running
- Club officers trailed in clubs – some success but clubs are tentative to employ an officer.

**Decision – Board agreed to the new structures, JW to provide updates to the board.**

**Action 1 - Add update to agenda for next meeting - JH**

- Others by exception

Employment engagement survey – take back to HR subcommittee and have an action plan to take to the board.

## **Portfolio Owner of Competitions**

- A person to support the head of competition and create a link with the board.

**Action 2 – JW to follow up with DC and JC**

## **Recap of WA Strategy**

- Full review of the Strategy after covid.

## **2023 Planning**

**Action 3 – Board members to fill out portfolio and present at the Jan meeting – HA, TO, HF, LK**

## **Frequency of Board Meetings**

- Next board meeting (Jan) – alternating face to face & Teams

**Action 4 – Next meeting to combine with Indoor Championships. JW to confirm if Sat or Sun and contact for accommodation arrangements if needed**

## **Feedback on recent events (AGM, Annual Awards)**

SP provided feedback on the AGM & Awards evening

**Action 5 – Produce AGM minutes (JW)**

**Action 6 – Ensure Clubs have been emailed with details of funding opportunities (JW)**

**CEO Salary – Decision to implement confidential paper that was circulated.**

**Action 7 – LK to propose arrangements for 2023 scheme as part of confidential paper.**

## Next Meeting – January 2023

### Action Summary

ID	Action	Owner
1	James to provide update on D&P Structure Changes Next Meeting	JW
2	James to liaise with DC and JC on Competitions Portfolio Ownership	JW
3	Board members to fill out portfolio and present at the Jan meeting	HA, TO, HF, LK
4	JW to confirm date of next meeting and contact details if accommodation needed	JW
5	AGM Minutes to be produced	JW
6	Arrange for clubs to be given details of all funding options available to them.	JW
7	LR to propose arrangements for 2023 (Ref Confidential Paper)	LK