

**UKA Board Meeting  
St. George's Park, Burton on Trent  
11<sup>th</sup> December 2019**

**Attendees:** Chris Clark (CC) – Chair  
Sarah Rowell (SR)  
David Bedford (DB)  
Penny Avis (PA)  
Gordon Arthur (GA)  
Jonathan Orr (JO)  
Anne Wafula-Strike (AWS)  
Jason Gardener (JG)

**In attendance:** Cherry Alexander (CA)  
Ellen Neal (EN)  
Hannah England (HE)

**Apologies:**

**1/19 Welcome, apologies & conflicts of interest**

CC welcomed everyone to the meeting. There were no new conflicts of interest reported.

**2/19 Chair's update**

CC shared a presentation that he had prepared with the Board. The plan is to share this presentation with the UKMC at the AGM on 13<sup>th</sup> December, with Board approval.

Various amendments were made to the presentation with agreement from Board.

Nike Oregon Project Review – It was agreed that all current and former directors who are taking part in the Salazar Review being conducted by John Mehrzad (JM) should, if requested, be able to have access to documentation relevant to them to assist them in contributing to this process.

Safeguarding - The situation surrounding Zara Hyde Peters (ZHP) and her husband's role at the Coventry Godiva Harrier Athletics Club (CGHAC) and the subsequent receipt of a summary of events prepared by Martin Slevin, the Chair of the Club, was discussed.

**Interim CEO**

Further discussions were had regarding appointing an Interim CEO and it was agreed that this position to be brought in as a matter of priority, running in parallel with looking for the permanent CEO and CFO. There are specialist recruitment firms who will be able to find an Interim CEO, for the primary purposes of boosting staff morale and to bolster the management team. The Interim CEO process was discussed along with

potential candidates. GA and JO agreed to look into resource for the Interim CEO role and will proceed in the next week or so and then liaise with PA. The Board to be kept updated with progress.

### CFO

The Board agreed to move quickly to appoint a permanent CFO. JO advised that he would be happy to be involved in the first stage interviews. Consideration should be made for the new CFO to be Birmingham based for the purpose of having a permanent presence in the office. The Board would welcome JO's involvement in the first stage of recruitment. It was proposed that the panel for the first stage interviews to consist of PA, Kevan Taylor, JO as non-voting plus another panel member to be confirmed. If first interview falls during a non-working day for Kevan, then Stuart Cain would be invited to take Kevan's place. The process and the composition of the panel was agreed by the board.

### CEO

The Board agreed to use SRI who had been engaged previously. The Board agreed that the panel would consist of DB, GA and CC.

### Performance Department, Future Performance Pathway Support and Paris Submission

It was reported that Toni Minichiello had been engaged to complete the coaching review started by Malcolm Brown but which he was unable to finalise due to health reasons.

SR referred to the paper – UK Athletics Future Performance Pathway Support and Paris Submission - for agreement. SR noted that this document built on the recent performance and coaching review findings and set out the proposed future principles and framework for the performance programme post 2020. Once confirmed, the framework will then be used by the performance staff as the guide to develop the more detailed UK Sport Paris funding strategy by the end of February 2020, as well as be shared with the wider sport for feedback. The Board confirmed its agreement with the document

It was noted that the Olympic selection policy needed to be updated. Additionally, it had been agreed to develop a set of objective performance standards which will be used to determine whether UKA accepted athlete invites from World Athletics over and above those automatically selected. . The Board confirmed agreement with the change in approach and for SR to contact the BOA.

The Board approved the sharing of the Chairs presentation with UKMC on the 13<sup>th</sup> December.

### **3/19 Interim Leadership Structure**

This item was covered in the Chair update.

### **4/19 Update on Salazar review**

This item was covered in the Chair update.

### **5/19 Future Performance Pathway Support and Paris Submission – (SR)**

This item was covered in the Chair's update.

### **6/19 GB Sport Media (Project Content): (JO and PA)**

An update was given regarding 'Project Content'. The overall objective is for this media platform to be the home of live and on demand streaming of Olympic and Para sport. There are 25 sports that are actively considering their involvement, with a total of 3,500 hours of live and non-live sports content targeted. The content is proposed to be additive to current scheduling, current programming (e.g. MAG) would not be included. Other objectives include centralisation of sports content, maximising reach, the promotion of various individual sports, increase exposure of non-mainstream activities and ultimately, after the initial investment phase being able to return monies to the individual sports. They are looking for a commercial partner to help with funding the process. It is unclear at the moment what contributions to the start-up costs may be requested of UKA. There is a three year initial term. UK Sport are very supportive as they see this as a major vehicle to help fund and finance sport going forward. UKA are being asked to sign a 'Heads of Terms' document. The Heads of Terms document has been reviewed and to date no legal advice has been taken.

It was agreed that the situation would be monitored.

### **7/19 Matters for noting, where required**

All reports were taken as read.

#### Finance / Governance – JO

An update was presented to the Board on the current financial forecasts to 31<sup>st</sup> March 2020. Membership and Chair of Committees – It was noted that the Audit Committee also had Mark Allen as a co-opted member, Mark had recently tendered his resignation. It was agreed that Stuart Cain would join the Audit Committee and that DB would remain on the Performance Oversight Committee whilst Mike Whittingham got up to speed.

The composition of the committees was agreed by the Board.

- Safeguarding Adults Policy and Safeguarding Children Policy – To confirm, legal advice had been sought and that these policies had been approved by the HR Remuneration Committee. These policies were agreed by the Board.

- a) Operations – Noted, and no further comments.
- b) Domestic Competitions – Noted and no further comments.
- c) Equality, Diversity and Inclusion report – Noted and no further comments.
- d) Performance – Noted and no further comments.
- e) Major Events – Noted and no further comments.

**8/19 Minutes of the meeting 22 October 2019**

Due to timescales, Board agreed for the October minutes to be circulated for approval via email.

**9/19 Agreed actions from meeting 22 October 2019**

The agreed actions from the meeting 22 October 2019 were included on the agenda of the meeting or discussed and / or closed. The agreed actions are attached to these minutes.

**10/19 Any Other Business**

Meeting closed.

**Date of Next Meeting**

Wednesday 29<sup>th</sup> January, Birmingham

### Summary of Agreed Actions

Point	ACTION	Responsible	Update
2/19	GA and JO agreed to look into resource to source an Interim CEO role and will liaise with PA, with the wider Board to be updated as appropriate	GA/JO/PA	
2/19	CC to share his presentation with HCAFs	CC/JO/EN	This was emailed to HCAF's 12/12/19 and a presentation made at the UKMC meeting of 13 <sup>th</sup> December