



STANDARDS, ETHICS AND RULES COMMITTEE - TERMS OF REFERENCE

Introduction and Objectives

1. The Committee role is:

a) to advise the Board on how best to establish and promote high standards of behaviour for all participants in athletics in the United Kingdom, including

- general conduct
- anti-doping
- ethical behaviour generally
- safeguarding
- discipline
- anti-discrimination
- anti-corruption
- any other matter assigned to it by the Board from time to time; and
- to make recommendations to the Board in relation to rules, regulations, directives, policies, codes or otherwise as it considers appropriate for the Board to adopt

b) to advise the Board on regulatory best practice, including compliance with relevant obligations as the Member Federation of World Athletics responsible for athletics in the United Kingdom

c) ensuring that there are effective safeguarding education and awareness programmes, that there is appropriate compliance monitoring, and that investigations into alleged breaches, and case management generally, is carried out to best practice standards

d) ensuring there is engagement of appropriately skilled and experienced investigators, lawyers or other professional advisors, as appropriate

e) ensuring UKA liaises with relevant other authorities, such as relevant anti-doping agencies, athletics integrity organisations, the police and/or other relevant authorities having jurisdiction, such as local authorities

f) to provide non-executive oversight and support for the executive having responsibility for matters set out in paragraph 1a above. It will also input into cases which the UKA Executive consider should be referred to SERC as exceptional, sensitive or controversial cases where the views of SERC would be valuable. This shall be done through the Safeguarding Project Group with significant issues referred to SERC

g) to consider any medical/legal ethical issue arising out of Performance or Talent activities referred to it by the Chief Executive, to enable a recommendation to be made to the Board; and

h) to ensure that all matters requiring independent decision making, such as disciplinary cases, licensing decisions and safeguarding and disciplinary cases are dealt with to the highest standards of regulatory practice.



Constitution

2. The Committee will be appointed by the Board and report on its decisions and actions directly to the Board through the chair or otherwise as appropriate. The chair shall be a member of the Board. Minutes shall be kept of all Committee meetings, which shall be reported promptly to the Board and recorded as appropriate in the Board's minutes. Any Committee member may be removed by the Board.
3. The Committee will be comprised of individuals with such skills and experience as the Board considers appropriate. The Home Country Athletics Federations shall propose members with appropriate skills and experiences, whether independent or not. Any member of the Committee who has a connection within the sport will, whatever their roles or involvements, act independently on the Committee of any organisation with which they are connected. The Board will appoint further "independent" members, on the recommendation of the Committee chair and Chief Executive. ("Independent" these purposes means having no involvement in a paid, voluntary or representative capacity whatsoever in any athletics-related organisation within the previous 4 years.)
4. Members may serve for a maximum period of eight years in total. Exceptionally, members may serve for an additional year at the end of their second term in order to assist with the transition of new members onto the Committee.
5. The Committee shall carry out its role through meetings in such manner and frequency as determined by the chair. The Committee shall be able to establish sub-committees and working groups of its members, subject to ratification by the Board.

Executive Authority and Budget Responsibility

6. The Committee shall not have independent authority to take executive action or to commit expenditure.

Notes: The scope of the Committee does not include HCAF membership requirements such as club financial and governance matters.

Date last approved by Board – 21 May 2024

Date of next scheduled review – May 2028



Sub-Committees as at 21 May 2024

Transgender Project Group

Meetings: As requested by UKA or sub-committee members

Members: Tim Soutar, Emily Ryall, Dan O'Connor

Purpose: Advise in relation to all transgender in sport issues including but not limited to policy

Safeguarding Project Group

Meetings: Quarterly

Members: Jennifer Thomas, Richard Yates, Janice Kauffman

Purpose: Advise in relation to safeguarding and disciplinary matters raised by UKA or Project Group

Performance Coach Advisory Group

Meetings: As per Terms of Reference

Members: Paul Lawther

Purpose: As per Terms of Reference