

UK Members Council
21 February 2009
Crowne Plaza - Birmingham

Present: Lynn Davies - Chair
Roy Corry - Athletics Northern Ireland
Lynette Harries - Welsh Athletics
Stan Burton - Officials Representative
Chris Cohen - IPC Representative
Mike Harris - Coaching Representative
Keith May - Clubs Representative
Graham Jessop - Clubs (Off Track) Representative
Richard Wheeler - England Athletics

In attendance: Niels de Vos - UKA Chief Executive
Charles Bartholomew - UKA Finance & Operations
Director
John Taylor - UKA Non Executive Director

Apologies: Mark Hollinshead - Scottish Athletics
John Graves - England Athletics
Jonathan Edwards - European Athletics

Representative

Seb Coe - IAAF Representative
Bill Adcocks - Clubs Representative
Helen Clitheroe - Athlete Representative
Ed Warner - UKA Chairman

Welcome & Apologies

LD welcomed the Council to the meeting.

Apologies were received from Mark Hollinshead, John Graves, Jonathan Edwards, Seb Coe, Bill Adcocks, Helen Clitheroe and Ed Warner. EW was deputised by John Taylor & John Graves by Richard Wheeler.

Minutes of the meeting 29 November 2008

The minutes of the meeting on 29 November were signed as a true record.

Matters arising from the meeting 29 November 2008

- Memorandum & Articles - CB has informed the Council of the term of office for the Chairman
- Vice President - LD approached [] re the position of Vice President. LD remained hopeful.
- Coaches - Mike Harris still to liaise with Ewan Cameron regarding what coaches want. MH then to feedback to NdV to inform Kevin Tyler. MH stated that in his view the desire could be summarised as 1) A clear pathway; 2) Courses which are relevant, accessible and affordable. MH welcomed the appointment of Kevin Tyler.
- Officials - UKA had responded to the issues raised at the previous UKMC by organising a meeting of Technical Committee with SB and Home Country representatives. This has been very positive.
- Trinity - CB confirmed that Officials had been put as a priority and should be complete by September 2009 - CB emphasised the importance of correct specification being communicated in the first instance.
- UKCC Maternity replacement - NdV confirmed that Tom Crick had been appointed to this position since the last meeting.
- Website - Some Council members still need to provide information for the website.

Chair & CEO Update

Chair

The report from EW had been circulated to the Council prior to the meeting. JT asked if there was anything the Council wished to ask him about the report.

JT pointed out to the Council that the Chairman's term of office came to an end in January 2010. JT informed members that he felt the UKA Board would like to extend EW's appointment until after the 2012 Olympics with a contract renewal from January 2010. JT asked the Council for their views. The Council agreed with JT's proposal.

Action: LD to inform the UKA Board at the meeting on 24 February that UKMC endorsed the proposed reappointment of EW as Chair for a further three years at the end of his current contract.

JT asked as Chair of the Remuneration Committee if there were any questions relating to the recent communication from EW. SB asked if the KPI's for 2009/10 and beyond would be circulated. JT explained

that all staff/business units would have KPI's relating to performance related pay and that KPI's would be set annually and that these could be shared with UKMC. **Action:** NdV will update the Council at the next meeting with the KPI's for the current year.

NdV explained that each Non Executive Director would also oversee a business area relevant to their expertise; and that they would help in creating the KPI's by department.

- John Taylor - Marketing & Commercial
- Ian Fox - Finance & Operations
- Terry Colton - Competitions, Officials & International Relations
- Jason Gardener - Performance - Olympics
- Tanni Grey Thompson - Performance - Paralympics
- Ed Warner - CEO & Strategy

CEO

Kevin Tyler (Head of Strategic Coaching & Development), Charles van Commenee (Head Coach - Olympics) & Peter Eriksson (Head Coach - Paralympics) all had started work with UKA and had been positively received by athletes, coaches, and funders.

Dr Peter Davies was appointed to carry out an audit of the Paralympic programme which has recently been completed - he has now been re engaged to produce an audit on Coaches skills & Knowledge.

WCP Selection process Appeals - Three athletes were successful in their appeals. This outcome highlights the need for tighter criteria in future selection and appeals procedures. One solution is to place a numerical ceiling on WCP places overall and possibly by event

European Cross Country - Very successful event with every member of the team returning with a medal.

European Indoors - Not expecting a great number of medals due to a number of top athletes deciding not to compete in Turin or being injured.

Elite Coach Survey - Circulated with the Council Papers. NdV asked if any Council members have any feedback could they see NdV individually.

Event Development

This will now come under Kevin Tyler who will be working with Home Country Athletics Federations & Clubs. Bob Weir (Heavy Throws) & Ian Stewart (Endurance 800m-Marathon) have been appointed as Event Lead Coaches. Other event specific coaches will be appointed over the next few weeks.

Home County Athletics Federation Grants - confirmation of funding will be given after the UKA Board on 24 February when first draft budgets will be approved. Current status is:

- Scottish Athletics - still struggling to meet UKA criteria, but have funding from Sport Scotland
- Welsh Athletics - on going discussions with Matt Newman.
- Athletics Northern Ireland - funding has been agreed following meeting with the Sports Council in December 2008.
- England Athletics - funding agreed via Sport England as previously reported.

NdV expressed that to enable maximum benefit Home Countries needed to work closely with Kevin Tyler and his department. Home County Athletics Federations need to push their own Sports Councils for additional funding which is not covered by UKA funding.

RunBritain - NdV confirmed that RunBritain had made good progress with the website now live. GAJ felt that there was a different perception at grassroots regarding road running where many felt that nothing was happening and that there was frustration that grants not yet distributed by RRLG. GAJ was hoping to discuss with Geoff Wightman (Chair of Run Britain) a) didn't know how representative the negativity was & b) that did recognise however that submissions for funding have been put in however they were not good enough.

International Profile

UKA will be hosting the 2009 Technical Officials Seminar and have bid for the 2011 European Athletics Congress - a decision on this is due over the weekend of 17-19 April.

Following a meeting of the Big 5 European Federations in December, NdV will again be meeting with them in Turin to discuss what is wanted out of European Athletics.

Commercial Post 2012

Super 8 - Pilot on 10 June Cardiff - Press release issued Friday 20 February and athletes were all briefed at a meeting on the same day which had positive feedback. The aim is to build up Super 8 post 2012 and hopefully get commercial sponsors to fund.

Strategic Business Unit (SBU's) - New KPIs will be shared at the next meeting which will include 1 year & 4 years plans.

KM said that Tanni Grey Thompson's report on doping has been well received. The Council wished to record their thanks to TGT.

Council Matters

Terms of Office

When the Council was set up back in 2006, it was agreed to stagger the appointments of the volunteer representative on a 3 & 5 year basis. (Club representatives - GAJ, BA & KM until 2009). LD proposed for continuity to retain them until 2011. The Council discussed the suggestion and concern was raised about creating the possibility of wholesale change in 2011. LD confirmed that Council members could be re-elected if unopposed. The Council agreed with LD's proposal that all volunteer/elected reps are retained until 2011. Decision to elect new club representative now as GAJ is really road running representative.

GAJ asked that the process for election be considered well in advance as the process previously was too demanding. **Action:** All to have thoughts about how the election process should take place in 2011 - **Action:** CB to make suggestions to the Council.

LD confirmed that Michael Squires has stepped down as a Council member; he has been in the position since the beginning of UKA in 1999. **Action:** LD to write a letter of thanks to Michael Squires for his input.

Following Michael Squires' resignation EW had emailed the Council proposing Roger Simons as a replacement when he steps down from the UKA Board at the end of March 2009. EW explained that Roger had vast experience with lots to offer and who had been UKA Board member since 1999.

The Council agreed a 2 year appointment until November 2011 but also to create an additional non elected post against a job description to be devised by GAJ in the first instance.

The Council agreed that based on Rogers previous experience and current involvement in various aspects of the sport, he would make an appropriate Council member and initially on a 2 year appointment until November 2011.

Extract from the Memorandum & Articles:

The UK Members Council shall be composed of the following persons:

- (i) the President;
- (ii) the Vice-President;
- (iii) the National Associations who shall each appoint a representative under Article 9 to attend general meetings;
- (iv) three persons elected by the Affiliated Clubs in accordance with the Election Regulations;
- (v) one person representative of road runners appointed in accordance with the Election Regulations;
- (vi) one person elected by senior coaches in accordance with the Election Regulations;
- (vii) one person elected by senior officials in accordance with the Election Regulations;
- (viii) up to two persons (ideally athletes or former athletes who have represented Great Britain in international competition) selected by the persons set out in paragraphs (i) to (vii) above in accordance with Article 17;
- (ix) any person from the United Kingdom serving as an IAAF Council Member from time to time; and
- (x) any person from the United Kingdom serving as a committee member on the IPC Athletics Technical Committee from time to time

GAJ said he currently represented two positions on the Council since the departure of John Caine (Road Running representative & Off Track). The Council suggested that GAJ take the position of Road Runners from November, subject to CB confirming the process and a new Club representative be elected in November.

Action: CB to confirm the process

Andy Paul

AP presented to the Council on his current role at UKA as Programme Delivery Manager reporting directly to Claire Furlong (Head of Marketing & Communications). The aim of the role is to ensure that Commercial sponsors' rights are being delivered, whilst AP will also work closely with the Home Country Athletics Federation against SLA's to support that delivery.

Aviva - to establish better connection of grass root programmes - Star track, Shine, Elevating Athletics etc and will shortly be announcing the Home Country Schools programmes (launch 28 March - Bangor) - Aviva investment now covers all schools based competition with the aim to tie them all in together. This will mean more money is pushed down to the HCAF (through formal Service Level Agreements) to invest in their respective Schools Associations.

McCain - New principal partner for domestic competitions including the Challenge Series and YAL. Overall sum£5-600k invested directly into competition. McCain Athletic Networks are in England only at the moment and have been matched funded with National Sports Foundation (£1.2m into clubs). There will be 50 Athletics Networks in place by January 2010, which will be a 3 year deal. AP will be working with other Home Country Athletics Federations to see how Athletics Networks could work in the Celtic nations. McCain also sponsor P10 and this will be refreshed with the rebrand to the website in April 2009.

Heidsieck Awards Programme - A new awards programme, which will be launched April 2009.

LD thanked Andy Paul for his presentation. The Council expressed approval of the shift to ensuring sponsors' money is spent where sport needs them rather than where sponsors want them and commended the new approach with both Aviva and McCain.

Volunteer Representatives

Keith May - Clubs

- Attended a meeting with London Clubs & Mike Summers - a number of issues came out - particularly wanting to know what is happening with Coaching & Officials.
- Vetting & Barring - October 09 - some confusion about what is going on and what is required. UKA need to get something out to the sport giving details. NDV asked KM if he could give the key points of the confusions so that communication can be made to the sport. **Action:**
KM

Graham Jessop - Off Track

- GAJ would like to acknowledge the recent passing of Danny Hughes in February who was President of the World Mountain Running Association and an international representative.

Mike Harris - Coaching

- MH said now that Kevin Tyler & Richard Wheeler were in position he would be sitting down with them both to find out exactly what Coaches want from the sport - feedback so far was: easy access to courses and not costly, clear pathway for coaches, communications - who can they go to talk about coaching and updated coaching manuals.

- MH attending BMC Coach Development day at Stratford 22 February and will be networking and getting feedback to help structure a coaching survey
- MH attending National Endurance Winter Development Day on 28 February with Ian Stewart headlining

Stan Burton - Officials

- Following the last meeting NdV organised a discussion group with all the Home Country Athletics Federations with a positive outcome and will now be meeting twice per year.
- SB asked if the Technical Committee minutes could be updated on the UKA Website as the latest minutes are June 2008.
- SB met with Mike Summer & Chris Jones re Officials and they were both very positive.
- Vetting & Barring - concern that in October that there won't be enough Officials due to the new legislation.

Home Country Reports

Scottish Athletics - Mark Hollinshead (taken as read in the absence of Scottish representative)

- Scotland new six year strategic plan road shows at seven venues, plus six videoconferences, recently completed. Final plan to be lodged with sportscotland this month and available to view online at www.scottishathletics.org.uk (about us).
- Scottish native and national records were broken in January in men's 60m (Nick Smith), women's triple jump (Nony Mordi). Scottish team is at strength for the Celtic Cup in Cardiff looking to extend a win sequence to four years in succession. Allan Scott was re-instated to World Class Plan, on appeal.
- Entry levels were significantly down in senior championship entries and u17/20 portion of age group indoor championships - in looking into reasons for this, the double header of nationals the day after Aviva International and earlier than normal did not work and the clash with England age group date also had an impact on Scottish and Irish entrants. National Cross Country entries are believed to be up for the seventh year in a row.
- First pilots of new UKCC courses have been held in Scotland in November, December, and January and appear to have been well received. They have been heavily monitored for feedback and effectiveness. There was some delay in the supply of materials which is par for the course on a new programme. sportscotland subsidise the courses to the extent that candidates are paying £80 of the overall £200 cost but our assessment is that almost all of the candidates attending so far have been funded by their club or local authority so it may not be a price sensitive exercise.
- The six year plan details the intention to operate a high performance environment, with coaches, strength and conditioning and physio support (SPACE centre - Scottish Performance Athlete and Coach Excellence) at the newly re-developed Scotstoun from this autumn.
- The first of our national and regional (academy) squad get togethers has taken place, using Terry Lomax with high jump athletes and coaches at Kelvin Hall and there has been good feedback on the way those have operated. Next session - 1 March 2009.
- Bank of Scotland/Lloyds Group has indicated that our current sponsorship contract, which is in its tenth year, will be supported through to May 2010 and discussions for an extension will take place this summer.

- Scottish Sports Minister Stewart Maxwell was replaced this week in SNP Government re-shuffle.
- Financial final quarter projects a small surplus to March 2009 on turnover of £1.9m. Move to Caledonia House in December (top floor of sportscotland building - they are relocating to Glasgow and will leave House of Sport and regional hub). Slightly more space for same rental, rent-free period matches dilapidations and re-location costs. Much improved working environment.
- jogscotland now has 500 community and workplace groups across every (32) Scottish local authority area, with 1370 trained jog leaders. Has attracted increased investment from Scottish Government.
- Former sportscotland Chair Julia Bracewell nominated as Deputy Chair of scottishathletics - appointed non-exec Board member in August 08.
- New scottishathletics Marketing Manager will be Fiona Curr, joining us from West Lothian Council in early May.

England Athletics - John Graves (Richard Wheater)

Coach Development

- Major England Athletics coaching conference held in Lee Valley before Christmas - 210 coaches attending to hear Fuzz Ahmed, Frank Dick and some of the legends of British Coaches.
- National Coach Mentor advertisement is out Interviews tentatively pencilled in for early March.
- Commonwealth Games athlete funding: Proposal awaiting Kevin Tyler / Charles van Commenee input. We will try to expand our support slightly to a few more athletes and ramp the funding up towards the games.
- Commonwealth Games team management: exploring options for UK-wide team logistics manager. Richard Wheater in discussion with Charles van Commenee to establish where funded athletes (WCP) will sit in relation to an October Championships.
- UKCC: Tom Crick recruited to cover for Mel Curds. Critical issue is content and Tom's primary focus is level 2 and level 3 for September launch.
- Induction coaching is a lower priority than UKCC but will be addressed through Tom Crick's work
- Planning 3 major conferences in December for coaches

Athletics Networks and Club Development

- 10 networks selected - good media coverage (launch event at Lee Valley December 2008). Meetings held with all 10 to sort out final funding figures for year 1 - key focus on coaching and coach development in club athletics. Average £35k going into club athletics per network as part of first tranche to fund various interventions such as coach mentors, coordinators, community athletics coaches, equipment, facility hire and the like. Next

tranche of network bids received (stage 1) - 27 in total. Good geographic spread. Stage 2 information is due in by 6 March for assessment the week after. Athletics Networks programme has kick started considerable interest nationwide with more clubs collaborating and in debate about future partnership working - a catalyst for culture change? Some really innovative club approaches emerging through this venture - clubs are really biting the bullet and being creative around network focus and format.

- New Club Development Officer appointed - Alex Copeland.

Competition

- England Teams: Focus of 2009 Teams to take two main forms: Team based Competitions for the best in England e.g. Loughborough International, Celtic Cup. Event specific and small teams for development or qualification, leading up to Major competitions, Under 23's e.g. Varazdin, Vienna Classic
- Events year to date: Vienna Classic, Bratislava, younger team, 25% athletes achieving PB's
- National Championships On line entry system, up and running (incorporating South West Championships and Wales)
- Senior EA Champs planned to take place in 2010 - details to be confirmed
- SLAs under discussion with 3 area competition providers to support high level of competition provision and ensure tie-in with our affiliation programme

Communications

- Intranet live for staff
- National newsletter circulated to all affiliated clubs in hard copy for also available via website
- Website continues to be developed with video/DVD downloads now available
- Facebook project initiated with EA a leading NGB in this project nationwide
- EA driving the athletics involvement in the Channel 4 project 4sport that will be shown in Spring
- Affiliation packs to be distributed to clubs from 1 April. Individual cards and welcome packages due shortly after - 85,000 individual cards distributed this year
- Online booking and payment process to go live in coming weeks for courses and events
- Online shop under development - looking at Spring/Summer launch to public
- Annual Awards & Hall Of Fame planning underway for 2009 - dates to be confirmed
- Top line public facing executive summary of 09-13 strategy to be produced by March - Strategic Plan submission considered amongst the best of all the NGBs nationwide.

Staff Development and Recruitment

- Major success with 3 day training event in Cotswolds led by Chris Jones
- CCSO team recruitment completed
- New ECSM recruited and associated administrators
- NCM team recruitment now underway
- Hay evaluation of all roles to be completed by April 2009 to provide baseline for pay structure. Pay review and performance management system to be developed from this to establish consistent and structured process for pay reviews and agreed targets and criteria for assessment of performance.
- Ongoing CPD programme being developed by SMT for all staff.
- Restructure: 23 staff in total have been made redundant. 11 staff have already left. Remaining staff will be leaving over next two months dependent upon handovers required.

Schools Athletics

- Competition framework for school aged children produced - with intention of impacting significantly upon schools and clubs - Sportshall and Quadkids provide the backbone to this work - significant response from schools and clubs up and down the land
- Service Level Agreements in place between EA and SH/QK to drive forward delivery of competition for next 4 years - short form modified competition a key component of club athletics (especially Athletics Networks)
- Service Level Agreements in place with English Schools Athletics Association for next 4 years to secure future
- Work has started on single award scheme for school aged children - launch Winter 2009. Unified scheme across UK with EA driving this work alongside UKA.

Commercial

- Sponsorship deals now secured with
 - Sunwise - official sunglasses providers
 - Casio - official camera providers to EA national coaching programme
 - McCain - athletics networks
 - Lucozade - official sports drink supplier to England Teams
 - Aviva - enhanced support to schools athletics
 - Sweatshop - official affiliation sponsor
 - Improved deal with Puma - have also secured kit sponsorship for ESAA teams in 2009.

Mass Participation

- Run in England programme now in development; discussions with Women's Running Network, Jog Derbyshire and commercial partners
- Park Run - discussions on-going
- RunBritain.com website and National Grants pot now live

Other

- East Midlands office closes on 31 March

- South West office closes on 28 February

Athletics Northern Ireland – Roy Corry

Corporate Issues

- ANI Strategic Plan 2009-2013 - Still awaiting final notification from DCAL on application submitted to Sports Council Northern Ireland (SNI) 7 November 2008.
- Annual Financial Statements 30 September 2008 - Confirmed by auditors no changes in the draft format approved by the Management Board 30 October 2008 Results: Actual £4.9k Loss, Budget £6.5k Loss . Net assets £29k.
- Annual Financial Budgets y/e 30 September 2009 - Still unable to proceed with same until approval of SNI submission therefore the remaining 6 months to 30 September 2009 are incomplete.

Competition

- IAAF/UK Challenge Cross Country - Successful transition from Belfast to Antrim. Revisiting allocation dates for January 2010 provides further assistance & potential
- National Senior & Junior Cross Country Championships - Successful events enhanced with Willowfield's Brian Campbell winning his 3rd consecutive senior title while North Belfast's Stephen Scullion took the Junior title, and City of Derry Spartans Aileen Morrison won the Ladies.
- Irish Indoors - Successful event enhanced with guests, again impressive performance from Ciara Mageean.
- UK U17 Indoors - Success for Katie Kirk 1st 800m and Joanne Mills 2nd Long Jump
- UK Cross Country Trials - Strong representation envisaged from the junior section with the Monaghan twins leading the charge

Promotional

- Ballymena & Antrim's Club Award win at the UKA Awards dinner generates enthusiasm within the province
- Pierce O'Callaghan will be presenting Run Britain road show at Mary Peters Track Belfast on Thursday 2 April 2009.

Welsh Athletics – Lynnette Harries

- Strategic plan for Welsh Athletics 2009-12 has been submitted to the Sports Council for Wales, the panel meeting is scheduled for 9 March.
- Membership has increased by 13% over the past year where there has been a significant growth in the Junior Girls and Senior Women's age groups

- Athlete Development Centres for Athlete/Coach Programmes are now being delivered regionally. A second phase to this programme is currently being developed and will be operational in the autumn.
- The Development Team has embarked on a programme where they will work directly with Unitary Authorities to promote athletics in Leisure Centres and schools and the view to increasing participation and strengthening club membership.
- A Track and Field Competition Review has recently been completed. The findings will inform the competition structure in Wales for the next four years. The Off track review is still in progress.
- Welsh Athletics made a conscious decision to continue the UKA Coach Education pathway during the past year resulting in the delivery of 24 additional courses.
- Welsh Athletics will be losing Peter Stafford the Competitions Manager. Peter will be taking up the post of Special Projects Manager with European Athletics in April. His contribution to the development of the competition structure in Wales has been immense and he will be sadly missed.
- Preparation and planning for the next Commonwealth Games has begun. Mike Delaney has been appointed as team manager and qualification standards have been published.
- 22 February Welsh Athletics will be staging the Celtic Indoor International at the NIAC, Cardiff which will include Senior, U20 and U16 competition.
- The inaugural Home Countries Cross Country International will be held at the Faenol Estate, Bangor and will also include the SIAB Schools International.
- Increased summer programme at the new Cardiff International Stadium - UKA Cities competition; UK Challenge & BMC Final; Welsh Aviva Schools Championships; UK School Games as well as Welsh Championship events and domestic programme.

IAAF Report - Seb Coe

IAAF activity since the Council last met in November 2008.

At the close of last year, I spoke at the EAA/IAAF Young Athletes' Conference in Oslo about the work of the Youth Commission which I am attending this weekend in Monaco. A full technical and coaching manual that we want to use to lead the way in this campaign has just been signed off.

At the full Council meeting before Christmas the Council discussed the complexity of restructuring the world athletics tour and particularly

where the Golden League meets sit. There are currently two options sitting on the table - One is to reformat a more streamlined set of meetings with more structure and a commitment from some of the bigger names to turn out on a more regular basis and perhaps one title sponsor without losing the hard fought for local sponsorships like Norwich Union or UBS in Switzerland who have been long term friends of the sport.

The second option is for a restructure which is driven almost entirely by the meet owners themselves but still with the IAAF controlling quality and permits.

I attended an Advisory Board meeting three weeks ago to attempt to make a recommendation to the full Council meeting in March in Berlin.

The IAAF Council also has to make a decision in the next few months whether or not we expand the publication which I am sure is familiar to some of you, the Spikes magazine, which attempts to personalise the sport to younger audiences. Our feedback so far has been very good. Particularly the interactive platform it offers. At the moment this is mainly available in the UK in partnership with UKA, Haymarket Publications and with a limited circulation in Europe.

European Athletics - Jonathan Edwards

Nothing to report

Any Other Business

NdV provided that Council with details of the UKA brand refresh and confirmed that very little money was spent in the rebrand as Aviva were rebranding at the same time. Total cost of the rebrand to the sport was under £4,000. Council congratulated UKA on prudence as well as impact of new look.

LD reminded the Council that the November Council Meeting had been changed to 5 December at 1pm due to the change in date of the UK Awards Dinner.

LD asked NdV if Kevin Tyler could give a progress report to the Council at the July meeting.

Dates of next meetings

Sunday 12 July - World Trials, Birmingham Alexander Stadium - 9.00 am
Friday 25 September - UKA, Solihull - 10 am
Saturday 5 December - UKA, Solihull, UK Awards Dinner - 1pm