

**UK Members Council Meeting  
Friday 14 September 2018  
Athletics House, Birmingham**

**Attendees:** Jason Gardener (JG) – President  
Donna Fraser (DF) - Vice President  
Carol Anthony (CA) - Welsh Athletics Chair  
Myra Nimmo (MN) - England Athletics Chair  
Ian Beattie (IB) - Scottish Athletics Chair  
Roy Corry (RC) - Athletics Northern Ireland Representative  
Richard Yates (RY) - Athletes Commission Representative  
Toni Minichiello (TM) - Coaching Representative  
Mike Harris (MH) - Clubs Representative  
Nigel Rowe (NR) - Road Runners Representative

**In Attendance:** Richard Bowker (SRB) - UKA Chair  
Niels de Vos (NdV) - UKA CEO  
Jonathan Orr (JO) - UKA CFO  
Nigel Holl (NH) - UKA Director of Strategy & Partnerships  
Sarah Coffey (SC) - UKA Executive Assistant  
Helen Wyeth - Minutes

**Apologies:** Wendy Haxell (WH) - Officials Representative  
Hannah England (HE) - Chair of Athletes Commission  
Tony Clements (TC) - Celtic Nations Clubs Representative

**Welcome and Apologies**

JG welcomed everyone to the meeting and noted the press release issued earlier that day announcing NdV would be moving on and leaving his role as CEO of UKA at the end of September 2018. JG formally thanked NdV for his contribution to athletics over the last eleven years and on behalf of the UKMC wished him all the best for the future. It was confirmed that NH would step up into an interim CEO role for the foreseeable future.

JG also welcomed Richard Yates (RY) to the meeting - stepping in for HE on this occasion and representing the Athletes Commission.

Apologies were received from WH, TC and HE.

**Minutes of the Meeting held on 29 June 2018**

The minutes of the meeting held on 16 February 2018 were approved as a true record with no amendments.

## **Matters arising from the meeting held on 29 June 2018**

Completed matters arising from the minutes were confirmed. Remaining items were as follows:

- Strategic Priority 1 – SPOTY Coach of the Year Award. **ACTION: NH to ensure coaches of medal winning athletes also receive a letter of appreciation from UKA**
- Clarification over National Pole Vault coach appointment - NdV confirmed this role was not purely for Pole Vault and that an email from Neil Black better explained the role. **ACTION: NdV to circulate the explanation email from Neil Black**

### **President's Report – JG**

Report taken as read – see APPENDIX 1

### **Vice President's Report – DF**

Report taken as read – see APPENDIX 2

### **UKA Strategy Update**

SRB presented an update presentation regarding the current strategy debate and proposals.

SRB stressed that consensus was the preferred route regarding strategy realignment but currently this had not been achieved. He confirmed the next Chair and CEO meeting will take place on the 2 October.

During the presentation SRB confirmed the core principles of the strategy and the desire to ensure the sports administration whilst providing leadership is as lean and efficient as possible. Revenue generation (from outside the sport) was a key theme, with the aim of ensuring funds are pushed out, helping to enable the sport to deliver.

An organisational chart was presented to demonstrate how under the proposed strategic realignment the sport may look. It was noted that funding partners (Sport England / Scotland etc.) and UKMC should be added. **ACTION: SRB/NH**

SRB suggested a timeline for further discussion at the UKA Board meeting on 24 October and potentially then an additional UKMC meeting on 26 October (tbc).

Significant discussion was held around a range of topics including other sporting nation's structures, ensuring the model is athlete centered, the role of 'TopCo', clarity on potential cost savings, the performance programme, coaching, clubs, accountability to the sport, and the process for any future changes to the articles of association (must come to UKMC for approval).

It was acknowledged that the proposed change would be a quantum leap for the sport, and whilst the Home Country Boards agreed in principle that a single strategy for the sport would be a positive move, at present there felt a significant lack of detail, and this currently led to a lack of confidence in the establishment of a TopCo. MN felt it important to stress to the UKMC how EA/HC Boards currently felt and that the HC Boards need more detailed information and that they were not prepared to just take a leap of faith at present.

Clarity was requested on what the TopCo Board would manage/deliver and where the efficiencies in the sports delivery would be made (net bottom result). It was clearly stated that there was no detail behind the financials and that the £1M was not derived from any hard data. A number of areas, where EA and UKA already combined services was read out which included welfare and safeguarding management, payroll, procurement (cars, phones, laptops, tenders for major projects etc.), road race licensing administration, Health and Safety policy/management, office accommodations, insurances for staff/the sport, general IT infrastructure support.

Discussion was also held around other possible scenarios to enable delivery of a joint strategy that may not require such a significant restructure. SRB was asked to consider other options raised at the meeting. **ACTION: SRB asked to reflect on the discussion and to consider if any other options could achieve delivery of the proposed strategy.**

**SRB confirmed that he looked forward to attending the Welsh Athletics and England Athletics Board meetings later this month to continue the strategic work.**

JG thanked SRB for the presentation.

### **CEO Report – NdV**

Report taken as read – see APPENDIX 3

NdV confirmed that there was a separate trading account for events and any surplus from the World Athletics Championships has to be reinvested in legacy events. NdV explained the complex mix of investment and surplus around major events.

In responses to questions raised:

JO confirmed

1. that the company established for the World Cup was not trading;
2. that the World Championship surplus would not appear in the 17/18 accounts.

Following the engagement of consultants to analyse commercial rights, NdV confirmed the HCs CEO's had received the brief regarding the exploration of a commercial unit.

**ACTION: CEO report to remove reference to ‘NewCo’ - point 2.3 as no decision has been made in this respect.**

NdV confirmed UKA has access to post event research from World Championships, Diamond League etc to help understand spectator motivations/attendance figures etc. It was agreed that the concept of team challenges should be further investigated although there are complications with commercial rights / shoe companies etc.

TM asked what the financial loss was from hosting the World Athletics Cup. JO said that this was not finalised yet. RC commented that there were no detailed financial papers included in the UKMC packs and requested that in the future detailed information can be included as has previously been provided to the UKMC.

Discussion was held around the location of championships/events and making the event relevant to the fan base and attractive to broadcast. The new IAAF ranking system was also seen as negative especially in relation to the value of the British Championships.

NdV confirmed UKA had contributed to the consultancy tasked with reviewing the future of Crystal Palace. An update was provided that Crystal Palace will be track and field training venue and not suitable for major events.

### **Senior Leadership Team Reports**

#### Strategic Priority I – Win more medals to Inspire the public (Neil Black)

Report taken as read – see APPENDIX 4

MN raised a concern over the throwing cage rules and the potential cost implications for venue providers. NH advised a paper will be submitted by Michael Hunt to the October Board outlining 2020 to 2022 phasing plans and ROSPA adaptations.

TM requested coaches be made aware of compliant throwing cages via a circulation of information. **ACTION: NH**

#### Strategic Priority II – Stage Great Events to engage the public (Cherry Alexander)

Report taken as read – see APPENDIX 5

#### Strategic Priority III – Increase participation to Build and Athletic Nation (Nigel Holl)

Report taken as read – see APPENDIX 6

#### Strategic Priority V - Aspire to be Britain’s best Olympic and Paralympic Sport in how we do everything (Jonathan Orr)

Report taken as read – see APPENDIX 7

JO confirmed that two positions on the UKMC were now due for reappointment and that the process will commence immediately. Discussion held on maximum terms of office and reappointments.

**ACTION: JO additional column to be added to the appointments chart to clarify appointment term (1st / 2nd term)**

JO confirmed that at the next UKMC meeting / AGM full accounts will be provided. It was also agreed that for every UKMC meeting a broad brush financial paper will be distributed to enable the UKMC to receive a short update on the financial position.

**ACTION: JO to provide short financial summary overview for each UKMC meeting.**

## **Home Country Athletics Reports**

**All reports were taken as read:**

### **England Athletics Report – APPENDIX 8**

It was noted that UKA should be added to the list of partners EA are working together with to address current challenges (page 1 EA report para 5). **ACTION: SC UKA to be added into the report**

### **Athletics Northern Ireland Report – APPENDIX 9**

RC commented on the continued growth of athletics in NI but also the disappointment that the 2021 Commonwealth Youth Games has been removed from Belfast due to issues over the sign off of the final agreement by the NI Government.

### **Scottish Athletics Report – APPENDIX 10**

UKMC members were keen to learn more on the paid professional working in clubs in Scotland. It was noted that the sharing of information between HC's is beneficial to all.

### **Welsh Athletics Report – APPENDIX 11**

CA advised the Commonwealth Half Marathon Championships will take place as part of the Cardiff Half on 7 October. This is part of a growing portfolio of event in Wales. As a result of the growing portfolio, Run 4 Wales had been able to invest £175k into the sport in Wales.

## **Volunteer Reports**

### **Coaching – TM**

Report taken as read – see APPENDIX 12

TM confirmed that since submitting the report the Coaching Steering Group has now met and several items were resolved.

Coaching Awards, NH is to prepare an A4 sheet recommending changes to the coaching awards. **ACTION: NH to prepare coaching award recommendations.**

Strength and conditioning - NH confirmed UKA staff are ~~the~~ to review this element of the qualifications.

NH confirmed that Georgina Williams was still a consultant to UKA and not an employee as stated in the coaching report. **ACTION: SC to amend coaching report.**

### **Celtic Nations – TC**

Report taken as read – see APPENDIX 13

## Clubs Report – MH

Report taken as read – see APPENDIX 14

MH confirmed that next season there will be joint matches at every event - perhaps this is a step towards mixed leagues in the next few years! This progression was seen as a positive outcome from the competition review two years ago.

MN confirmed there is a Clubs strategy in place to 2022. She requested that data be provided to the regions and the UKMC relating to the strategy - e.g. KPI's, performance targets, Power of 10 averages/improvements. It was noted that time will be set aside at the AGM to discuss and present this strategy/data.

NH confirmed the 2019 fixtures meeting will take place in October, after which the 2019 calendar will be released.

## Road Running – NR

Report taken as read – see APPENDIX 15

## Officials – WH

Report taken as read – see APPENDIX 16

## Athletes Commission – RY

Report taken as read – see APPENDIX 17

RY confirmed the Athletes Commission strategy was still work in progress. The proposed Alumni network was discussed and RY felt it was disappointing there was no formal support from UKA. JG confirmed the UKA Board was supportive and it was agreed that the discussion would continue outside of the UKMC meeting.

**ACTION: HE/RY to discuss with NH**

NdV recommended that HE/RY should attend a the UK Sport conference ~~next~~ ~~months~~ that includes the topic of careers for athletes post competition. **ACTION: HE/RY to attend conference if possible.**

IB advised that Scottish Athletics are working with a recruitment firm in Scotland who are assisting with athletes transitioning from athletics to the workplace and this has been very positive.

RY and TM raised concerns over selection and appeals policies, minuted comments and female representation. NH confirmed that the selection policies are currently being reviewed. **ACTION: NH to advise on selection policy review.**

Discussion was held on the visibility and awareness of the Athletes Commission - especially with current international athletes. RY confirmed the Athletes Commission currently circulates a newsletter and also had a twitter account. There was limited visibility on British Athletics website. NdV recommended that for the Athletes Commission to be effective it should retain its independence from UKA - much in the say way as the British Athletes Commission retains its independence via its UK Sport funding.

**Any other Business**

None

**Date of Next Meeting**

Friday 14 December, 10am, Athletics House, Alexander Stadium.

Note: An additional meeting may be called prior to this next meeting.



**UKMC**  
**Matters Arising from meeting**  
**Friday 14 September 2018**

<b>Page 2</b>	Strategic Priority 1 – SPOTY Coach of the Year Award. <b>ACTION: NH to ensure coaches of medal winning athletes also receive a letter of appreciation from UKA</b>
<b>Page 2</b>	National Pole Vault Coach - email from Neil Black to be circulated explaining the full remit of the role. <b>ACTION: NdV (NH)</b>
<b>Page 2</b>	Strategy update - Funding partners and the UKMC to be added to the organisational chart prior to circulation - <b>ACTION: SC</b>
<b>Page 3</b>	Strategy update - SRB was asked to consider any other possible scenarios to enable delivery of the proposed strategy <b>ACTION: SRB</b>
<b>Page 3</b>	Correction to be made to remove the reference to NewCo in the CEO report (point 2.3) <b>ACTION: SC</b>
<b>Page 4</b>	Throwing cages - request for list of compliant cages to be circulated to coaches <b>ACTION: NH</b>
<b>Page 4</b>	Appointment chart - additional column /notes to be added in to show 1st or 2nd term and any other relevant point <b>ACTION: JO</b>
<b>Page 4</b>	Financial summary - UKMC to receive a short financial summary overview for each meeting. <b>ACTION: JO</b>
<b>Page 4</b>	England Athletics Report - UKA to be added into the list of partners EA are working with <b>ACTION: SC</b>
<b>Page 5</b>	Coaching - NH to prepare recommendations on changes to coaching awards. <b>ACTION: NH</b>
<b>Page 5</b>	Coaching - correction to be made to the coaching report - Georgina Williams is still a consultant (not employee) to UKA. <b>ACTION: SC</b>
<b>Page 6</b>	Clubs report - Clubs strategy data / KPIs/ P10 to be circulated for information. <b>ACTION ??</b>
<b>Page 6</b>	Athletes Commission - further discussion to take place regarding the alumni network. <b>ACTION: HE/Ry &amp; NH</b>
<b>Page 6</b>	Athletes Commission - recommendation to attend the UK Sport Conference next month. <b>ACTION: Ry/HE</b>
<b>Page 6</b>	Selection Policy review. UKMC to be advised on the outcomes of the review. <b>ACTION: NH</b>

## **APPENDIX List**

- 1. Presidents report**
- 2. Vice Presidents report**
- 3. CEO Report**
- 4. Strategic Priority 1**
- 5. Strategic Priority 2**
- 6. Strategic Priority 3**
- 7. Strategic Priority 4**
- 8. England Athletics Report**
- 9. Athletics Northern Ireland Report**
- 10. Scottish Athletics Report**
- 11. Welsh Athletics Report**
- 12. Coaching Report**
- 13. Clubs Report – Celtic Nations**
- 14. Clubs Report – England**
- 15. Road Runners and off track Report**
- 16. Officials Report**
- 17. Athletes Commission**