

**UKMC**  
**Friday 9 December 2016**  
**UK Athletics, Athletics House, Perry Barr**

**Members present:** Jason Gardener – President  
Myra Nimmo – EA Chair  
Leslie Roy – SA President  
Tony Clements – Celtic Nations Representative  
Kerry Woods – ANI Representative  
Roger Simons – Representative  
Keith Reed – Coaches Representative  
Wendy Haxell – Officials Representative  
Tony Shiret – Clubs Representative  
Nigel Rowe – Road Runners Representative

**Observers:** Ed Warner – UKA Chair  
Niels de Vos – UKA CEO  
Kevan Taylor – UKA Finance Director  
Nigel Holl – UKA Director of Strategy & Partnerships  
Sarah Coffey – UKA Executive Assistant  
Neil Black – Performance Director (*Performance Report Only*)  
Tracey Carey – UKA Financial Controller  
(*Finance & Governance Report Only*)  
Sue Banks – Freelance Assistant (*mins*)

**Apologies:** Donna Fraser – Vice President  
Roy Corry – ANI Representative  
Carol Anthony – WAL Chair  
Lawrence Clarke – Athlete Representative

### **Welcome and Apologies**

JG welcomed all to the meeting, in particular, new members Professor Myra Nimmo (England Athletics Chair) and Kerry Woods who was representing Roy Corry (ANI).  
Also welcome to Sue Banks who will be taking the minutes of UKMC in the future.

JG also thanked Sarah Coffey for her past support to the UKMC.

JG requested, before the start of the Agenda, members would hold one minute's silence as a mark of respect for the two athletes recently killed whilst out running.

### **Conflict of Interest**

TS declared a possible conflict of interest with regards to a later agenda item – UKA Chair Elect Recruitment. He wanted members to be aware that he had put himself forward for this position.

## **Minutes of the meeting held on 30 September 2016**

The minutes of the meeting held on 30 September 2016 were approved as a true record of the meeting.

### **Matters arising from the meeting held on 30 September 2016**

TS referred to his concern on TAG selection of Chairs for Endurance and Education. NH responded by confirming that this has been discussed last week and there were draft proposals that would be looked at on an annual basis, effective from January 2017. The Chair would hold 12 months in office and election would take place annually. LR felt that 12 months gave us an opportunity to work out the Terms of Reference if these needed to be changed. NH agreed to report back to this Council at the next meeting but felt the process in January should not be held up. **Action: NH**

With regards to DF working on refreshing the UKMC website, JG confirmed that this was covered in DF's report included in the Agenda papers.

NH reported that he was exploring the possibility of contributions from UKA for clubs travelling to international competitions. He felt that UKA should be in a position to support them but it had to be fitted into the budget. KT confirmed that the overall company budget would be approved by the Board in March.

SC confirmed that a revised statement of branding would be attached to these minutes

KR confirmed that he had attended the Coach Development and Strategy Group meeting and found it to be very useful.

An update regarding Club waiting lists was discussed with LR confirming Scottish membership was continuing to rise but LR and KW (ANI) both confirmed that they did not have the fine details of this with them. TS felt that some clubs may not be able to show the difference between capacity and waiting lists.

TS raised the issue regarding the of lack of volunteers on the Domestic Strategy Group. Discussion took place and although some members felt there was no direct representation, others felt that some volunteers would not feel it their remit, as it was a strategy meeting and they felt the Board representatives would feed back any information to them. NH agreed that he would include Membership on the next agenda for discussion to put forward these perspectives and work specifics to what the group are to achieve. **Action: NH**

With regards to tickets sold for 2017 NdV agreed to find out how many had been sold to individuals within the athletics family and report back. **Action: NdV**

NdV confirmed that discussions were taking place with Channel 4 regarding programming for 2017, which would help promote the Championships.

NH confirmed that a plan is being developed with the Home Country School Athletic Associations to see if winners of those championships each year could be rewarded with tickets to the Anniversary Games.

## **President's Report**

Taken as read.

JG offered congratulations to the UKA Executive team after such a difficult year following the tragic event in the HR department. He reported that the police had commended the staff involved with a plaque and he wanted to thank everyone involved.

Thanks were also conveyed to Roger Simons, this being his last UKMC meeting after many years of valued service.

A replacement would also be required now for Ron Morrison, who sadly due to family illness, will not be able to continue on the UKMC.

JG highlighted copies of 'A Code for Sports Governance' issued to members showing the criteria to receive public funding.

## **Vice President's Report**

Taken as read.

JG confirmed that UKMC are provided with a monthly slot on the 'Home Straight' publication to promote the function of the UKMC. A schedule and list of dates are shown in the Appendix for editorial content and publication. Discussion took place regarding registering by email and consideration to include the Home Counties. NdV reported that EA have asked UKA not to use the emails as a database (ownership issue). WH raised concern regarding her email access and it was noted that IT should look closely at this. **Action: IT Dept**

## **Review of the Year – Performance**

NB gave a presentation and answered members questions.

## **UKA Chair Elect Recruitment**

JG reported his concern about a breach of confidentiality regarding this agenda item. He stated that he had received a telephone call the previous evening from someone who should have not received information that only the UKMC and the UKA Board had received, regarding this recruitment. This, he felt, was totally unacceptable. He asked if members could assure him that this information had not come from this Council. TS requested that the Observers of this meeting (ie anyone not on the Council) could leave this meeting before discussion took place.

*Executive members left the meeting*

TS confirmed that because of his concerns about the candidate in question, he referred to someone who was not a member, suggesting he needed certain facts about the candidate before this could be discussed. After lengthy discussion, the majority of members felt they trusted the Appointments Panel to have carried out a thorough process and sufficient references had been followed through in terms of due diligence, including UK Sport. Many felt that there would always be something that could be questioned and JG confirmed that the

key stakeholders were also satisfied. JG then asked for endorsement to this appointment and after a full debate, 6 members supported the decision, 1 member did not support the decision and 2 members abstained. Therefore, the recruitment of Richard Bowker as Chair Elect for UKA was carried forward, although Ed Warner would remain UKA Chair until 2018.

*Executive members returned to the meeting*

## **UKA Update**

### **Chair's Report - EW**

Report taken as read.

Succession Planning - Two roles had been discussed recently. Those being the Chair Elect for UKA and also EW confirmed to members the decision of Kevan Taylor to retire in September 2017 so the process for replacing him would begin. Peter Taylor would be working with NdV on this with a view of having a few months handover before Kevan left UKA. EW asked members to keep this confidential at this stage.

### **CEO Report – NdV**

Report taken as read.

NdV reported that he had received a call this morning from UK Sport and they had accepted UKA's bids for Olympic & Paralympic programmes with no reductions made. The UKMC offered UKA congratulations.

With regards to the EA grant from Sport England, MN wanted to make it clear that the talent programme was supported by UKA – this being a joint bid with 'partnership' being emphasised.

## **Organisation Structure**

Document distributed for information.

### **Domestic Strategy**

Report taken as read.

LR asked about the electronic start system being cost effective. NH confirmed that a system was being developed. Four had been purchased and they were being made at the moment. These would be tested in Scotland, Sheffield, Lee Valley and Birmingham with a view to roll out later for the season. There would be a business case to prove and online feedback from officials, athletes, clubs etc would be requested.

With regards to the fixtures calendar NH thanked RS for his time commitment on this in the past. RS requested that 2018 fixtures should be sent to NH by March latest, in an attempt to resolve future congestion. RS reiterated his view that there was still a role for UKA to appoint and replace the domestic sections of Cherry Alexander's work before she joined London 2017.

## Finance & Governance Report

Taken as read.

TC presented the Financial Performance for the 7 months ended 31 October 2016.

Ticket sales for 2017 was discussed with EW reporting that the higher the sales the more 'glamorous' the event could be but the objective for him was to leave UKA with healthy reserves.

## Volunteer Reports

### Road Runners & Off Track Report - NR

Report taken as read with the following highlights:-

- Number of licenses increased over England, Wales, Scotland and Northern Ireland.
- Changes in Terms of Reference for runbritain
- Tweaking process of license with insurers regarding dark hours, especially after the recent tragedy of 2 runners killed. Notices went out to clubs emphasising the dark hour training (wearing hi-vis and using pathways)
- Five deaths reported (4 cardio reasons) – not due to organisers so no effect on insurers

### Officials Report – WH

Report taken as read with the following highlights:-

- Disappointed that online availabilities due back by 23 December were not being sent out until today. NH agreed to follow up. **Action: NH**
- The rule in IAAF book regarding chiefs not as it was in the past so ITOs will be appointed.
- Level 4 course numbers very disappointing – only once a year.
- Email to Officials via Website very difficult to use. NH confirmed that this had been raised at TAG last week and should have now been addressed. **Action: NH**
- Officials Risk Assessment not done before 31<sup>st</sup> Dec would lose licence. NR reported that this was responsibility for event organiser not race official.
- WH reported that the UK Sports Awards was an excellent event, with a number of UKA officials winning awards.

### Coaches Report – KR

Report taken as read with the following highlights:-

- Coach Development & Qualifications Steering Group – Appetite to push things on now.
- Working together but concerns about area specialisms (Jumps etc).

### Clubs Report (England) – TS

TS apologised for the lateness of the report but this was taken as read with the following highlights:-

- EA Portfolio system live in October covering Coaches & Officials – ongoing progress.
- Clubs finding it difficult to relate to UKA/EA system – functional rather than strategic.

- Support for Aldershot regarding counselling. Online discussions re reporting accidents. Discussion also regarding 24 hour telephone linked to counsellor – not yet finalised. Pressure on officials regarding support. Thanks to JG for attendance at the funeral from Aldershot and Farnham and District club.
- Discussion regarding child protection policy. NdV to re-circulate policy. **Action: NdV**

### **Clubs Report (Celtic) – TC**

Report taken as read with the following highlights:-

- CEO Wales issued letter to all clubs regarding child protection.
- Impressed by Scottish Club Conference recently.
- Visiting NI in New Year.

### **Home Country Reports**

#### **Athletics Northern Ireland Report – KW**

Report taken as read

#### **England Athletics Report – MN**

Report taken as read with the following highlights:-

- Update on funding. Figures received last Friday that a good submission to Sport England for core funding would secure £5.25m to £7m.
- EA would be sending a team to Melbourne in February 2017 to take part in the Nitro athletics event. This is being funded by Athletics Australia.
- Great deal of enthusiasm in Mental Health Ambassadors at Hall of Fame recently.

#### **Scottish Athletics Report – LR**

Report taken as read with the following highlight:-

- Following appointment of Mark Munro as Scottish Athletics CEO, Colin Hutchinson now confirmed as Head of Development.
- Superb success with athletes performances with Andrew Butchart being given the captaincy for the European Cross Country Championships. Also noted that Eilish McColgan successfully won her appeal to receive Lottery Funding. Callum Hawkins has been announced as the first GB & NI selected athlete for the World Championships.

#### **Welsh Athletics Report**

Report taken as read.

JG thanked all Home County representatives and volunteers.

## **International Reports – EW**

Tokyo programme to be unveiled during the next few weeks – this will be presented to the Board in February.

EW confirmed that he would continue with IPC through until Tokyo Olympics.

## **AGM**

*Separate report*

## **UKMC Membership**

JG confirmed that the membership of the UKMC needed to be looked at closely due to the imminent departure of two members. A small working group would meet in January to discuss further. **Action: JG** JG thanked NR for covering RM's area

## **Any Other Business**

Discussion took place regarding diversity issues in membership of Board (under-represented). NdV felt that in time there may be pressure on Governing Bodies regarding this.

Members agreed to support a short term increase in the number of Board Directors. Formal approval for this decision would be required. **Action: JG/KT**

EW confirmed that he would announce Richard Bowker's appointment, as Chair Elect, on Monday next. JG to contact Richard direct on Monday. **Action: JG**

JG presented a gift to RS thanking him for his contribution to the sport and wishing him all the very best for the future.

## **Date of next meeting**

The date of the next meeting is Friday 17 February 2017.

## Presidents Update

It is with deep sadness that we tragically lost two of our bright lights and talented young athletes Stacey Barrows and Lucy Pygott (Aldershot, Farnham and District AC), they were killed by a car whilst out enjoying their love of running on the 8 November. Attending Lucy's funeral is certainly the lowest point of my time involved with the sport. Both funerals were well supported by athletes, coaches and representatives from our Athletics family and I am sure we all share our thoughts and wishes with their families, friends and Aldershot, Farnham and District AC.

Today's Council meeting and AGM marks the start and end of an era for some of our members. I am sure the Council would like to welcome and congratulate Professor Myra Nimmo (Pro-Vice-Chancellor, The University of Birmingham) on becoming the Chair of England Athletics replacing Peter King CBE who has served the Council and England well having served a four-year term. Many of you will know Myra as the Olympian who competed for GB and NI in the Long Jump at the 1976 Montreal Olympic Games.

Today, also marks the end of a distinguished long life servant to our sport from Roger Simons who completes his full terms in office as a member of the UKMC, previously as a UKA Board member and Chairman & President of Shaftesbury Barnett Harriers AC. A lot of wisdom, experience and passion will be lost and we as a Council have the challenge of ensuring his replacement can serve our sport to the same high standards.

Another person who has also served the Council well over many years is Sarah Coffey. Sarah will still continue to support the Council on a number of levels, but will no longer produce the minutes. The minutes will now be taken by Sue Banks, whom many of you will know from her days when she was the Executive PA at England Athletics, producing the minutes for the England Board and National Council (2011-2013). I am sure we all would like to thank Sarah for her contribution to the Council and also welcome Sue back to our sport serving the UKMC.

Sadly due to family illness, Ron Morrison has confirmed that he unfortunately will not be able to continue on the Council which is fully understandable. We send our best wishes and thank him for his time on the UKMC.

As you can see we have a few positions to fill moving forwards. It is imperative that we fill these with the right calibre of people to serve the Council and our sport well. My understanding over the years of the elections and recruitment process is that we have significant challenges getting people to put themselves up for election and that this is an area that we need to give appropriate consideration moving forwards. I welcome the Council's input on how best to resolve this.

A very important decision that the Council will be required to decide upon is the approval of the next Chair of UK Athletics following the recommendation of the Appointment Panel to appoint Richard Bowker CBE. The Appointment Panel consisted of Council members Carol Anthony (Chair of Welsh Athletics) Myra Nimmo (Chair of England Athletics), Non-Executive Directors of UKA Sarah Rowell, Sarah Smart and myself.

The final interviews showed that all of the candidates were appointable. However, Richard unanimously came through the processes as the outstanding candidate. You will find



detailed papers enclosed in the Council packs updating the Council on the various stages and processes undertaken to reach this recommendation. A copy of Richards CV is also included. Needless to say this information is strictly confidential until the Council confirms its endorsement of this recommendation through the appropriate channels. Carol, Myra and myself look forward to answering questions about this recommendation.

I am pleased to confirm that Neil Black will be attending the UKMC to provide us with his 2016 review, including Rio Olympic and Paralympic Games. I am sure we all look forward to hearing Neil's update on 2016 and plans looking ahead to London 2017 and through to Tokyo 2020.

You will have seen that Jess Ennis-Hill has been awarded gold from the 2011 World Championships following Russian athlete Tatyana Chernova being stripped for doping offences. More medals are being awarded to British athletes as a result of the doping crisis. Both the men and women's 4x400 relay teams and Goldie Sayers (Javelin) from the Beijing 2008 Olympic Games stand to gain bronze medals. I am sure there will be more medals to come to British athletes as the investigation of the doping corruption continues.

We hope and put our trust in Lord Sebastian Coe that the governance reforms and "Time for Change" that he is pushing through to protect clean athletes and re-store the integrity and future of our sport. We also look forward to Lord Coe attending a UKMC meeting to share with us what the future looks like and how we can support the proposed reform changes.

The headlines that have dominated the media recently has turned to child protection failures with particular focus on the FA. It would be remiss of the Council to not ask CEO Niels de Vos to provide an overview of the levels of protection and care of duty policies that UKA has in place are of the highest standards.

Moving onto positive news we look forward to hearing an update from UKA Chair Ed Warner on how London 2017 preparations are progressing.

You may have also be aware that a new Code of Sports Governance has been published for organisations seeking funding from Sport England and UK Sport. Hard copies or an electronic copy will be provided as there are references to the functions of Councils.

As agreed at our "Closed Session" please come prepared to focus on the key high level challenges and successes within your areas of expertise and elected representation to support the work of the UKA Executive and organisation.

We have a full agenda to get through and if we could all come prepared this would be appreciated.

Donna Fraser, Vice President, will be overseas and sends her apologies.

I look forward to seeing you on Friday.

**Jason Gardener**  
**President**

## **Vice President Report – December 2016**

### **BMW Sytner, Birmingham update**

As mentioned at our meeting in February, I shared a contact at BMW Sytner, Birmingham with Marc Hope (The Sports Consultancy) to build a relationship with the dealership to discuss potential community projects. Unfortunately the contact at the dealership has now left the company, therefore Marc and his team are in the process of connecting with the new Manager. An update will be shared in due course.

### **UKMC Newsletter update**

Following a discussion with Jordan Hughes (UKA Digital Marketing Executive) we agreed the best way forward to promote the activities within the UKMC would be to have a regular slot in UKA's publication 'Home Straight', rather than to create a separate newsletter for the UKMC. 'Home Straight' is published every month and I will need to provide content to Jordan by the second Monday of each month. I will be responsible for collating key news/activities from the Home Countries and any items from our meetings, along with images to be included. A draft will then be shared with the council members for sign off before going to print.

A schedule for content is attached.

### **Inauguration of the House of European Athletics – Thursday 3 November 2016**

A Presidents meeting took place at the Royal Savoy Hotel, Lausanne with a welcome from Svein Arne Hansen, President of European Athletics followed by a presentation from Libor Varhanik, Executive Board Member about the 'Delivering Change' innovation project.

Libor offered an update of what stage the project is at and it is very much in the consultancy phase with the focus of developing new athletics events and formats in order to make our sport more commercially attractive.

The great grandson of Nelson Mandela, Luvuyo Mandela was present and is supporting the project (he is also the voice over for the promotional video). Luvuyo gave a powerful and inspiring speech highlighting that we as members of European Athletics need to co-ordinate thinking and be committed to support the change. He reiterated what the project team were saying, that the project is still on the 'starting blocks'.

The project are in the process of gathering information to understand where European athletics is and carrying out market research including a financial audit, existing events, speaking to athletes and key stakeholders.

Q&A's followed with some members raising concerns that we have been talking about change for a long time and must act now, however the general consensus was supporting of the proposals. A further presentation to the council is due in April 2017.

I requested a copy of the full presentation to be shared with Jason.

Following the meeting members headed to the new House of European Athletics for the official opening with speeches from officials including Svein Arne Hansen, Thomas Bach and Sergey Bubka.

## **UK Members Council Road Running and Off Road Report**

### **December 2016**

#### ***Achievements:***

Steph Twell, fastest leg English XC Relays

Andy Butchart - Fastest leg at the English Road relays

Calum Hawkins - A fine Great Scottish Half marathon win

Both Andy and Calum ran in the Euro XC trial in Liverpool and finished 1-2 - qualifying for the Euro XC Championships

Laura Muir awarded scottishathletics athlete of the year, in recognition of her Diamond league win and her new British record.

Durham athlete Jo Zakrzewski claims bronze at the IAU World 100k Championships  
European Cross Country Championship Trials saw Gemma Steel claim first spot.

#### ***Data:***

ITEM	2013	2014 Dec	2015 Dec	June 2016	Sept 2016	17.11.16
Licensed Events	2,115	1,670*	2636	2109	2641	2831
Races with online entry	359	494	620	540	693	727
Online Entrants	66,403	82,982	103,148	71,955	110,122	127,321
Total Maximum Field Size	190,030	213,652	245,789	199,213	254,788	257,813
Usable Data	88,627	120,871	108,246#	117,303	127,547	127,138
Event Adjudicators on Trinity	299	303	330	339	331	335
Licensed events covered by EA						91-95%
Handicap scoring claimants			60,000		66,000	68,978

\*2390 when you take into account multiple events (2013-2,115)

# Usable data has dropped because of de-duping the data.

**Scotland** has issued 213 road race licenses this year.

**Northern Ireland** has issued 160 road race licenses this year.

***unbritain:***

Terms of Reference now approved by CEO Forum

Action Priorities:

1. To get Home Countries back around the table
2. Get Home Countries to endorse and work to the Licence Standards
3. Adoption of Event Adjudicators by HC's
4. Reconvene the Medical sub group

Race Directors Course held on 26 November in Manchester.

***Off Track Standards:***

Action Priorities:

1. To make all disciplines aware of the road running/multi terrain standards
2. Use these standards as best practice to set out standards across all disciplines
3. Can runbritain Medical Guidelines be used as a basis for other Off Track Disciplines

***Reportable Accidents/Incidents:***

5 deaths in 2016 at events

2 deaths in Aldershot when athletes were on a training night run

***Insurance:***

Races held in the "Hours of Darkness" has been raised with the insurers arising from an evening race on Dartmoor and a paper being written on not only some of the concerns but does our licence application process deal with these issues.

runbritain has agreed not to licence any road/multi terrain races until this has been resolved but there could be implications for Trail and Ultra Distance races.

***UKA SAG:***

Progress is being made on updating the UKA Safety Manual (across all disciplines)

A theme that's running through this is permit/licence standards and the utilisation of runbritains standards as a good starting point for adopting a set of standards for each discipline.

There is a need for access to a Medical Practitioner who can provide guidance and advice to various Endurance Disciplines and for the adoption of UKA Policies.

***Education:***

Under Nigel Holl's leadership we are looking at standardising E-Learning over the coming months.

***Endurance Officials:***

Notices have been issued regarding undertaking the online Risk Awareness Module before the end of the year, or lose your licence.

As Risk and Health and Safety are the domains of the Race Organiser I would seek again that Race Organisers **are exempt from this process**.

This module was implemented without going through the UKA SAG for comment and then onward to CEO Forum for approval, this process needs to be adopted.

***Association of United Kingdom Course Measurers:***

Arising from the Manchester Marathon issues I can now report the following;

1. AUKCM are forming a Limited Company by Guarantee
2. A £15.00 measurement fee has been introduced, on top of course measurers expenses
3. For races organised by England Athletics Affiliated Organisations held in England, England Athletic will pay the standard £15.00 fee
4. All other events affected by the calibration issue have either been re-measured or will be in the near future.

A Fact Sheet has been produced by runbritain to explain the relationship and the process required when getting a course measure and certification annual renewal.

Nigel Rowe MBE  
28 November 2016

## **Report by Wendy Haxell, Technical Officials representative UKA Members Council Meeting December 2016**

### **Level 5 meetings**

Selections for 2017 took place in December and notifications will go out shortly.  
Availability for outdoor sent 5 December for return by 23 December.

Outdoor selection meeting 14/15 January 2017 and publish circa 20 January.

London IAAF World Championships and IPC World Para Athletics Championships...  
publication of selected officials due early Dec but subject to change.

I feel it is a great disappointment that this was not done earlier as people may need to book time off.

The rule in IAAF book does mean that selections will not be as has been in the past as ITO's are appointed as the chief officials.

### **Level 4 and 3 meetings**

Selections for this also done and invitations will follow in due course.

### **Regional meetings**

Indoor meetings start this week.

### **Club meetings**

Clubs still need to encourage their officials to continue up the gradings after they have been on the level 1 courses.

### **Welfare issues.**

None have been brought to my notice.

### **Education**

Courses for level 4 and Competition management in November. Level 4 attendees  
Field 10, Track3, PF 1, Timekeeping 2, Starter/SA 5.

18 attended CMA course.

There were a few applications for CMA award which had a closing date of 31/10/16

Level 1 tutor training courses 7 delivered and further 6 planned between now and Feb 2017. The first delivery of the new style level 1 courses will be from January 2017.

## **Website**

Officials find getting material from the website difficult. It needs to be streamlined and more easily available.... E.g. ROEs, access to portal etc. Some items it is easier to go to England website and others to UKA.... Need more consistency.

Email on 3 October to alert all officials to online ROE through their portals. Having investigated this, myself I found several problems and have spoken to the IT dept. about this. I also spoke to the Southern Conference about this.

Other issues that were alerted to me by officials concerned the Endurance requirement for Risk assessment. They have been told they will lose their licence if they do not do the course before 31 December on contacting the office about this there will be some leeway if there is no course in their area. They realise that they may lose officials if they are too officious.

## **Sports awards**

UK Athletics Officials had great success at the 2016 Sports officials UK Awards winning 4 out of the 8 categories and runners up in two categories.

Performance official of the year - Chris Cohen

Officials developer of the year - Dean Williams

Community official of the year - Margaret Coombe

Young official of the year - Tom Smeaton

Runners up - Dominic Ellis in Junior official of the year and George Burton in Lifetime achievement award.

**Wendy Haxell**

**December 2016**



**UK Members Council**  
**Coaching Report**  
**December 2016**

**KPI 1: Win more medals to inspire the public**

This needs to be the goal as we progress into the indoor season and also the international cross country events. We have the European Indoor Championships in Belgrade and both the European Cross Country and the World Cross Country to look forward to. It is always very difficult to win medals in the World Cross, but good performances are still key. The athletes and coaches are certainly working hard to achieve their goals.

**KPI 2: Stage great events to engage the public**

The ticket sales for the World Championship events in London are going extremely well and the events promise to really recapture the spirit of 2012. The problems may be that other events will suffer for spectator support. It will be a strange year with a lot of clashes of domestic events. It is just hoped we can cover the events with officials which is a concern. From a coaching perspective it will make planning trickier, as there is a danger that athletes may be over committed. We need to ensure they have the right preparation to realise their potential.

**KPI 3: Increase participation to build an athletic nation**

The latest Active People survey is due out very soon and is expected to show a further increase in people engaged in athletics. Currently our NGB's are engaged in final discussions with Sport England over the allocation of funds for 2017 and beyond. It is likely that less money will be allocated to them and more to organisations who promote participation. This is a worrying trend and we hope that the support given to coaches by the NGB's can be maintained.

I was invited to attend the Coach Development & Qualifications Steering group chaired by Nigel Holl, The group have a very structured plan to revamp the Athletics Coach Award. Georgina Williams is the lead on the group and is supported by the coach representatives from each of home countries. It is recognised that we need to bolster the technical element of the course through a combination of revised course content plus online and face to face support. The changes made to the current course have already shown an improvement in the numbers of new coaches qualifying.

There is a feeling among many in the sport that the Athletics coach course has not produced coaches with the same technical skill levels as the old courses did. This is because under the old system a coach had a specialism which they developed without having to worry out event groups that they would not get involved in. This is largely being tackled by the group through the changes outlined above but these comments should also be taken into consideration. We also need to recognise the important of mentoring the new coaches and maintaining a good system of communication. This is not helped by IT issues which make it difficult to target coaches who have a particular area of interest (e.g. jumps or throws)

We to find a way to link our very experienced coaches closely with the new coaches who are qualifying. This cannot always be done within a single club.

We also need to ensure that we accept that some coaches may never go beyond a coach assistant level. Their ambitions may be just to help out in a club and not go on to become an Athletics coach. We must encourage them, but now apply too much pressure. It is good that the system is being looked at in such detail and we hope that the changes will be successful in taking coaching forward.

#### **KPI 4: Host the `best ever` World Championships to make the country proud**

There is little doubt that this will happen based on the ticket sales and the general feeling of anticipation among athletes, officials and coaches already being demonstrated. We do need to make sure that the domestic side of our sport can continue during both championships as there a lot of clashes which will put pressure on all of us. It was very pleasing to see how many volunteers have applied to help at the event. We need to try and engage these new volunteers with other events at more grass roots level following the championships to ensure we can replace our ageing current workforce.

#### **Key Philosophies**

**All strategic decisions should be driven by the support of the Athlete Development Model (ADM)**

There have been much discussion on future competition from 2018 and some things are starting to come together. We much ensure the development of athletes from a young age is at the forefront of our decision making.

**To be Britain`s best Olympic and Paralympic sport in everything we do.**

Challenges are clearly there for our sport with a few of our medal bankers coming to the end of their careers. There is enough positive signs of the emergence of the next generation of athletes to give us all confidence but it is very important that we support those athletes and also the coaches who are doing such a great job. .

**Keith Reed  
Coaching Representative  
December 2016**

## **UKMC**

### **Track & Field Clubs Rep Report**

**December 2016**

New reporting system for Club Portfolio Holders on EA Councils live October

First round of regional reporting highlights lack of clear focus on club affairs as against functional issues

Some polling of clubs underway.

YDL AGM No changes agreed

YDL funding outstanding

Funding of Club Teams in European competitions – agreement outstanding

Updates request – Counselling AF&D, Child Protection

2017 Aims

### **EA Clubs**

The EA Portfolio system for three areas went live at the AGM in mid-October. This was supported by debate/demo at the EA Whole Council Conference the same day. In November the regional portfolio holders reported via the National Portfolio holders at the National Council. The system works with set templates to allow some structure but also sufficient open questions to allow a wide range of topics to be discussed. At this early stage the system is still bedding in. Compliance from regional holders was good and it is expected that the system will improve with time.

It is clear from the initial feedback that clubs generally find it difficult relating to the UKA/EA system and tend to want the relationship defined by functional areas – e.g. Coaching, Officials and Competition. EA NC wants to establish the new communication system as a way of engaging more regularly with the clubs to establish some kind of agenda. But this will clearly take some time.

EA NC is eliciting responses from clubs using online questionnaires in London and separately nationally to get some more feel for the waiting list question. With EA Council elections due in Spring 2017 the direction of this work will be subject to the direction of the new Council membership/leadership.

### **YDL**

It appears that the Working Group set up to make proposals for changing various aspects of the YDL made certain proposals which were not all supported by the management of the YDL. All substantive proposals put before the recent AGM failed and nothing will change in consequence. The funding situation re the YDL into the new 4-year cycle has not been made clear.

### **European Club Representation**

As per our previous two meetings what is the proposal for UKA contributing to clubs' travel expenses when representing the UK in European club competitions. The current level of support £1500 covers only a very small proportion of the costs incurred by the clubs and an

increase to £5000 would seem more appropriate as a first step with a longer-term aim expressed to make of establishing a separate funding stream for this area to make a fuller contribution.

### **Requests**

Following the deaths of two Aldershot Farnham & District AC members is UKA participating in any Counselling advice?

Following disclosures of UKA list of convicted (?) Child Abuse offenders can we have an update on this area, in particular advice to clubs and wider communication to athletes and parents?

### **2017 UKMC Aim**

Establish a panel of maybe 30 T&F clubs to have direct communication with.

Link more closely with Club Connect with a view to making it a more meaningful concept for clubs with better transparency and planning.

Establish (with other club reps) an Agenda for Clubs by end of 2017 – link it with HCAF strategies.

**Tony Shiret**

**T&F Club Representative**

## **Celtic Nations Track and Field Clubs Representative December 2016 report for the UKMC**

With the autumn break in track and field, this has been the time of national club conferences in Scotland and Wales- an opportunity to reflect on club successes and developments and the chance to look ahead at key challenges. Whilst across all the Celtic nations, there continues to positive growth in athlete numbers, there is recognition that this is not consistent in all areas of the sport. In this context, the conferences are an essential part of the club calendar, enabling clubs to get together, understand national initiatives, learn from each other and tease out those issues that matter most in ensuring club success.

The context for the Scottish Club Leaders Conference on 29 October was fully covered in my previous report, and the day provided the chance for a number of clubs – both on and off track – to demonstrate how the governing body's initiatives have been impacting on club development and growth. The conference was very well attended and there is an undoubted positive relationship between clubs and the governing body that is enhanced by the international success of Scottish athletes.

Alongside the increasing number of Club Together funded posts within Scottish clubs, common developments and issues included:

- The rationalisation of Committee structures with smaller management Committees and the creation of a number of sub committees addressing specific areas such as governance, coach development and finance, thus ensuring a wider ownership of the running of clubs
- Changing constitutional arrangements, with more clubs becoming incorporated bodies so that risk is shared throughout the club
- An increasing use of paid coaches, particularly in meeting the demands of increasing junior sections. The corresponding increases in the cost of training sessions is not generally seen as a deterrent to membership, with a view that athletics is still financially attractive compared to many other sports.
- Increasing use of technology to enhance the profile of the club and in its day to day running, such as the introduction of direct debit for the payment of membership and club sessions.

The case study of Aberdeen AAC below, provides an example of how an established club has responded to the resource opportunities provided by Scottish Athletics and how they have addressed the issues of the need for more juniors to be competitive, and in having a good and sustainable number of coaches as athlete numbers have grown.

### **CASE STUDY**

#### **Aberdeen AAC**

- Aberdeen AAC was one of the first Scottish clubs to take advantage of the SA Come Together programme, and with additional funds from the University and the City Council have two paid posts- Club Manager and Pathways Development Officer

- The Club Manager's responsibilities include the Club Development Plan, communication, governance, financial planning and partnership development
- The Pathways Development Officer has the responsibility of supporting the overall club coaching structure and especially in developing the junior section
- The club makes maximum use of the excellent Aberdeen Sports Village (ASV), and the Development Officer provides the direct link with the Kids@ASV programme and athletic club sessions. Many of the club's coaches also support the Kids@ASV programme, where they are paid.
- The club has developed its own low key events, to encourage all junior athletes to compete for the club- a survey of junior members had highlighted that a number of them were nervous about competing in district and national championships
- Membership continues to rise, with 322 juniors in 2009 and now approaching 400 in 2016

The Welsh Clubs Conference on 19 November provided an opportunity for Welsh Athletics to map out their ambitions for the future, and for the sharing of good practice amongst the club representatives who attended.

The Head of Operations for Welsh Athletics, James Williams, emphasised that nothing can happen in Welsh athletics without the clubs and the growth in athlete membership (11% increase since November 2015 with 10099 members) and in affiliated clubs is a success of collaboration. Future challenges and developments include:

- Considering the competitive structure and the need to engage with clubs for more innovative ways of keeping athletes, coaches and officials in the sport. James emphasised the need to rationalise the competition programme so that it benefits the long term development of athletes, and not just focusing on short term success. He felt that this might also ease the burden on officials, many of whom are leaving the sport due to the increased demands on them.
- Developing a club modernisation programme over the next twelve months, with WA looking to provide direct support to clubs wanting to introduce new ways of working
- Evolving a more commercial mind-set to face the resource and capacity challenges within Welsh athletics
- Continuing to expand the resources available to clubs through Sports Wales' Club Solutions and the Welsh Support Association

The club presentations on the day highlighted that whilst volunteer input and capacity remains essential to the success of clubs, there is a growing understanding and utilisation of technology and social media to improve communication both inside clubs and with local communities. Coach development remains a strong focus, with an example of one club paying all its coaches as part of a more business and commercial model. Governance and issues of legal status continue to be areas where clubs seek guidance and support.

The following case study of Rhymney Valley AC highlights how a grassroots community initiative is having really positive outcomes for local young people

## **CASE STUDY**

### **Rhymney Valley AC**

- After an initial launch of the club in September 2013 stalled, a mother (Ruth Powell) and grandmother (Linda Cushing) of children involved, approached the WA Network Officer and Caerphilly CBC's Sport Development Officer for help in relaunching the club and moving to new facilities at Blackwood Comprehensive School- the previous Bargoed Track was no longer felt a viable and sustainable option
- The club was relaunched in May 2014- Ruth chair and Linda secretary- and through the use of social media the club had 47 children at the first training session
- Additional coaches and volunteers were recruited from the parents that brought their children along, with many of them happy to use their skills to the club's benefit
- The club has developed excellent relationships with the local WA Network Officer, Caerphilly CBC and Gwent's Thriving Clubs programme
- Rob Saddler initially came to the club as sprints coach but his ICT skills have been invaluable and has developed a highly effective website and interactive Apps for athletes, parents and volunteers to map developments and performance
- The club has been successful in obtaining over £15,000 in grants, sponsorship and donations since its inception, and is very active in utilising WA resources in putting coaches and officials through formal qualifications
- The club has grown from 20 junior members in 2014 to 263 members, with 35 Young Leaders, 15 Millennium Volunteers and 54 club volunteers – there is currently one Welsh Champion, four athletes attending the Welsh Development programme and eight regional representatives
- The club is true to its mission of 'a vibrant community club committed to promoting excellence in athletics through an inclusive, fun, friendly and safe environment'

Another important development by Welsh Athletics is its engagement with a collaborative working group looking at facilities with the Football Association Wales, the Welsh Rugby Union and Hockey Wales. This will mean that Welsh Athletics can work to avoid losing infield facilities to artificial pitches, especially given the strength of the throwing events in Wales. There are currently 46 Welsh athletes (U17 to senior), ranked in the top 30 in the UK across the throwing events.

Within the Welsh Athletics' General Council, specific club issues include coach development and performance, and the recruitment and retention of U17 and U20 athletes into senior club membership.

**Tony Clements**

## **Athletics Northern Ireland – HCAF Report December 2016**

### **KPI 2.1: Win more medals to inspire the public**

Ciara Mageean, Kerry O’Flaherty and Paul Pollock have been selected for the European Cross Country Championships in Sardinia on Sunday 11 December.

Gladys Ganiel finished 10<sup>th</sup> in the Berlin Marathon (2.39.10) and Laura Graham was first Irish female finisher in the Dublin Marathon (2.41.53)

### **Coaching Courses 1 September to 1 December 2016**

<b>Course Name</b>	<b>Number of Courses</b>	<b>Number of Participants</b>
Coaching Assistant	0	0
Leader in Running and Fitness	1	18
Athletics Coach	1	16
Coaching in Running & Fitness	1	17
Integration Days	3	12
Athletics 365 Workshop	1	10
Annual Conference	1	102

### **KPI 2 & 3 – Stage Great Events to engage the public/ Increase participation to build an athletic nation - October and November 2016**

The ANI road relay championships were held in early October at Victoria Park Belfast in conjunction with local Club Orangegrove A.C. A record number of teams (91 men’s and 57 women’s) took part.

Age group cross country championships took place over two weekends in October and November with an uplift of approximately 10% compared with last year’s numbers.

The ANI Cross Country league is also attracting record numbers of participants particularly among women.

We are preparing for our annual IAAF permit cross country international including the UK Cross Country Challenge due to be held on Saturday 14 January at Greenmount Campus near Antrim.

We are also working positively with potential local authority funders with a view to bidding to secure the European Cross Country Championships in Northern Ireland over the coming 4 to 5 years.



### KPI 3 cont. – Athlete Membership to Athletics Northern Ireland

The new registration year commenced on 1 April and at present we have 7,577 registered and paid up athletes. This means we are already 1,101 (17%) ahead of last year's final total of 6,476 (on 31 March). We are continuing to get a number of new clubs (mostly running clubs) affiliating. Our running participation officer (Alistair Woods) is continuing to help newly formed clubs to affiliate and to ensure they meet the necessary requirements as a bona fide Athletic Club.

We are also working with a number of local councils in Northern Ireland to implement the recently inaugurated "Everyone Active 2020" scheme funded by Sport Northern Ireland. We now have 4 members of staff working on this programme. We have also recently appointed an Athletics Development Officer to work at the University of Ulster. This post is jointly funded by the University and is aimed at developing athletics among the student population and encouraging wider use of the University's athletics facilities among the wider population.

<b>Athletes Registered</b>	<b>Male</b>	<b>Female</b>	
<b>U13</b>	441	552	
<b>14-15</b>	367	507	
<b>Age 16+</b>	2,767	2,943	
<b>Total</b>	<b>3,575</b>	<b>4,002</b>	<b>7,577</b>

**ENGLAND ATHLETICS UK MEMBERS COUNCIL – HEADLINE REPORT****PERIOD: November-December 2016****General Strategic & Operational Overview**

- Our **EA Strategic Plan** and copies have been distributed to major stakeholders and partners.
- Our **negotiations with Sport England** continue with several “scoping” meetings held to date. Although not yet confirmed it is likely that core funding for NGBs will be substantially reduced alongside a model whereby additional funding will be released into the system for a wide range of organisations to access.
- The **2015-16 AGM and Council** conference went well and **Hall of Fame/Awards evening** was again a great success
- **Membership registrations** continue an upward trend (circa 150,000 athletes) are now circa 13,000 more registered athletes in clubs than there were 12 months ago.
- **Licensed road race numbers** have also increased.

**KPI 1: Win more medals to inspire the public**

- The Commonwealth Games 2018 selection policy has been published. There will be ongoing discussion with athletes and coaches over the implications of the policy. <http://www.englandathletics.org/england-athletics-news/gold-coast-2018-commonwealth-games-selection-policy>
- **Sport England funding bid** around support for talent is being drawn up in partnership with UKA.
- The competition and events team are now preparing for the **EA indoor championship programme** together with taking a small team of athletes (24) to compete in the inaugural televised Nitro Series in Melbourne Australia for 10 days as guests of Athletics Australia. This is a 3-year opportunity and with the Commonwealth Games taking place in Gold Coast next year, an excellent chance for aspiring athletes to acclimatise and for EA representatives to build relations ahead of 2018.

**KPI 2: Stage Great Events to engage the public**

- **22 National Coach Development Events** have taken place across all event group areas in the last 2 months.
- We are in ongoing discussions with **several major cities** around athletics and running and how best we can embed our priorities into their thinking with a likely reduction in our own resources on the cards. Manchester are committed to host the International event again which will be 16 August next year

**KPI 3: Increase participation to build an athletic nation**

- We currently have 639 active satellite clubs (21,691 participants) across England in partnership with County Sports Partnerships and member clubs.
- We have committed our full £200K allocation of Whole Sport Plan capital funding for 2016-17 and all projects are currently being delivered.
- **231 Mental Health Ambassadors** have now been appointed from 168 different clubs/groups. The first #runandtalk promotion took place between 8 and 14 October to support World Mental Health day. 138 runs were registered with high engagement across all social media platforms. The event will run again next year to support Time to Talk day from Saturday 28 January to Friday 3 February
- There are now **423 licenced guide runners** to date (399 on the Find a Guide database) with £1,500 secured from British Blind Sport to develop a promotional video/audio file.
- **RunTogether** (replacement for Run England) was formally launched in September in Derby with EA internal colleagues and 110 delivery partners (including a mixture of CSP's and national partners including National Trust, Forestry Commission, Slimming World, Sport England etc.) [www.runtogether.co.uk](http://www.runtogether.co.uk) ).
- England Athletics hosted a stall at the **APPG for Sport** – Sports Fair on 13 September where 12 MPs and staff pledged to support the APPG for Running
- **Working with other NGBs** – It is intended to pilot the RunTogether model with rugby, rowing and tennis clubs.

**KPI 4: Host the 'best-ever' World Championships to make the country proud**

- We have started the recruitment process for our new National Volunteering Manager position which will be funded by Spirit of 2012 Trust. At the point of writing, the overall programme has yet to be announced as we are awaiting the lift on the media embargo. We be aligning this news release to the "Team Personal Best" campaign launch.
- We have now secured circa £1.4m towards the 2017 Inspiration Programme across the disability, schools and volunteering platforms.

## **Scottishathletics**

### **Report to UKMC December 2016**

#### **KPI 1: Win more medals to inspire the public**

The next round of UKA funded athletes was announced on the 1 December with Scottish athletes featuring prominently among the 118 announced to receive support on the Olympic and Paralympic World Class Performance Programme. Fourteen Scots will be supported over the coming 12 months which is fantastic as in 2012 the number was only seven. Scottish athletes on WCPP are:

#### **Podium**

Laura Muir  
Lynsey Sharp  
Jo Butterfield  
Libby Clegg  
Maria Lyle  
Stef Reid

#### **Podium Potential**

Chris Bennett  
Andy Butchart  
Callum Hawkins  
Jake Wightman  
Sammi Kinghorn  
Derek Rae

#### **Relay Squads**

Eilidh Doyle  
Kirsten McAslan

Our preparations for Gold Coast 2018 are well underway with athlete and coach preparation sessions being held. It has been unofficially indicated that our quota figures for athletes (not including Para-athletes) will be 20-25. This could potentially give us a headache with athletes meeting the qualifying standards but not selected. It is crucial therefore that we communicate the process to all athletes and coaches within the preparation phase.

We are restricted by the Para events available this time around and the CGF will send each CGS qualification slots for the identified events. This will be based on the information held on the IPC World rankings database between 31 October 2016 to 31 October 2017. The IPC World ranking database will be used to allocate seven slots per medal event. Any para athletics slot receiving an invitation will be deemed to have demonstrated the ability to achieve a Top 6 finish by virtue of the CGF invitation process. Ultimately, we may only have 2-3 athletes represented.

The Manchester International will take place on Wednesday 16 August in 2017 with our senior championships being held the weekend of the 26/27 August. Given this sits within the CG2018 qualifying period, we will take as full Scotland team to compete.

The Commonwealth Youth Games will be held in Bahamas from 18-23 July 2017 for athletes born in 2000 or 2001. A selection policy has been developed and published with a qualifying period from 15 November to 14 May 2017 which will create some challenges for athletes.

**Scottishathletics** has launched the next 'year' of our key development programme, the National Academy. The original project was started back in 2013 to better support and direct young athletes aged 16-20, their coaches and parents as they progress towards senior status. The academy has 39 athletes and the aim of the programme is to:

- Improve the retention rate of our best age group athletes into the senior ranks
- Increase representation on GB U18, U20 and U23 teams enroute to CWG Gold coast 2018 and beyond
- Increased representation on GB senior teams and GB performance programme
- Greater number of young athletes on CWG 2022 and beyond
- More medals at CWG Gold Coast 2022 and beyond

## **KPI 2: Stage Great Events to engage the public**

We held our third annual Club Leaders' Conference on the afternoon prior to our Annual Awards dinner. Given our commitment and priority to Club Development and the investment of time and resources we make in that area, it is most encouraging to see some 40 clubs being represented and 100 (maximum numbers) in attendance. The focus on the day was on 'club modernisation' and this year 8 clubs presented good practice sessions, testimony to how far clubs have progressed in recent years.

It is also worth noting that **scottishathletics** were awarded the National Governing Body of the Year Award at the Team Scotland Dinner in September. In a great night for us, Maria Lyle also won Young Athlete of the Year, and Ian Beattie, Jo Butterfield and Libby Clegg were also short listed for awards respectively.

Entry numbers for **scottishathletics** cross country events continue to grow. The National XC Relays in October were a great success with entry fields the largest in 24 years with the number of athletes finishing being 1443. This was followed by the Short Course XC Champs which also drew large numbers as Laura Muir stole the show with a superb run to retain her 4K title and add 'star' quality to the event.

## **KPI 3: Increase participation to build an athletic nation**

Mark Munro was appointed **scottishathletics** CEO on 12 October following a recruitment process.

With Mark moving to become CEO the Head of Development post has been advertised and interviews have taken place. We look forward to announcing the successful applicant in due course.

The **scottishathletics** Coaching Conference took place on 24/25 September. Over the weekend there were 283 individual coaches in attendance with a range of guest coaches covering all stages of the pathway. Once again, the weekend was extremely well received by the coaching community, but we will continue to reflect on how this event can be improved for future years.

A **scottishathletics** Officials' Conference took place on 23 October with 90 officials attending. There were some excellent presentations, including one from Laura Muir on the athlete experience within doping control at competitions. Once again, a key focus moving forwards remains how we transfer local officials into the more structured regional/national events. It

may be that we need to look at stronger messaging and actions around this with clubs in the future.

**Endurance Event Cancellations/Road Closures** - we continue to work with partners to attempt to address some of the event issues arising from increasing TTRO costs being implemented by local authorities and Police Scotland. Meetings have now taken place with Event Scotland and Police Scotland but the challenge remains. Ultimately, the main issue is that more TTROs are being ordered and more local authorities are now charging for this process, with clubs receiving large bills for road closures and traffic management, either from the LA itself or traffic management companies or Police Scotland where they've been utilised.

**KPI 4: Host the 'best ever' World Championships to make the country proud**

As previously, **scottishathletics** is totally committed to this objective, and to supporting the UK wide drive to ensure this objective is delivered. We see 2017 offering yet another "catalyst" for development impact as well of course as being a huge incentive for elite athletes to compete at a home WC.

Leslie Roy  
**scottishathletics**  
December 2016

## **Welsh Athletics UKMC Report September 2016**

### **1. The four strategic priorities**

#### **KPI 1: Win more medals to inspire the public**

Seren Bundy-Davies (coach: Stephen Ball) had another stellar year in the lead up to her first Olympic Games. She improved her 400m personal best to 51.26 and anchored the GB women's 4x400m relay team to European gold in Amsterdam.

Joining Seren at the European Championships were three other Welsh athletes, including a fabulous return to the international stage for Cardiff AAC's Rhys Williams (coach: Adrian Thomas) who placed 5th in the 400m hurdles but in spite of this, was sadly overlooked for Olympic selection. The other two selected athletes were both representing Great Britain for the first time at European senior level on the track. Melissa Courtney (coach: Mark Pauley) debuted over 1500m having run a personal best of 4.07.55 earlier in the season, whilst there was a stunning run by Swansea AC's Dewi Griffiths (coach: Kevin Evans) who placed 5th over the 10,000m distance in a personal best time of 28.28.55. It capped off a fine season for Dewi, that also saw him win a team bronze at the European Cross Country Championships and also get GB international honours on the road, as he took to the streets of Cardiff in the World Half Marathon in March this year.

The total of four Welsh athletes who attended the European Championships in 2016 compares very favourably to the 2014 edition where no Welsh representatives were present.

Other senior Welsh athletes who excelled this year included Cardiff AAC's Bethan Davies (coach: Andi Drake) who was the UK's standout race walker in 2016, winning the UK title over 3000m indoors (setting a new UK record in the process) and over 5000m and 10km outdoors. She also won the UK Olympic trials and only narrowly missed out on Olympic selection for the 20km walk. Bethan represented Great Britain at the World Race Walking Cup and her best time of 1.33.48 set a new Welsh national record for the 20km distance. Another Cardiff AAC athlete, David Omoregie (coach: Benke Blomkvist) started out his season steadily, but came into fabulous form in the latter stages of the summer. The 20 year old who is studying at Loughborough, finished the year with a season's best of 13.24 – a quarter of a second faster than he ran in 2015 – which ranked him 14th in the IAAF senior world rankings in 2016. He backed this up with a 13.25 clocking a few weeks earlier, but sadly it was 5 days after the qualification deadline for the Rio Olympics.

There were also Welsh National senior records set this year by Ben Gregory (coach: Aston Moore) in the men's decathlon (7882 points) and Sally Peake (coach: Scott Simpson) in the women's pole vault (4.40m). The end of the 2016 season also saw Cardiff AAC athlete, Brett Morse, place second in the UK rankings in the men's discus, but who sadly missed out on selection for the European Championships despite achieving the qualification standard.

At age group level, there was also much to celebrate. None more so than Cardiff AAC's Jake Heyward (coach: Paul Darney) who improved his 1500m personal best by over 10 seconds in the early part of the season.

This saw him selected for the European Youth Championships where he went on to win the gold medal and European U18 title with a dominating display. Joining Jake on the GB U18 team was the young Pembrokeshire athlete, James Tomlinson (coach: Paul Jenson), who had a cracking season that saw him break the Welsh U17 discus record (59.13m), win the UK U17 and U18 titles and place 6th at the European Youth Championships. Sadly, Swansea Harrier Joe Brier (coach: Neal Merry) narrowly missed out on his GB vest at those European U18 Championships, despite comfortably achieving the qualification time over the 400m. However, he did earn his GB vest later in the summer whilst representing the U20 team at the Manchester International.

Joe's sister Hannah Brier (coach: Neal Merry), also from Swansea Harriers, was successful in gaining selection to the GB team for the World Junior Championships. Whilst competing at those Championships, Hannah equalled her Welsh U20 record over the 100m – clocking 11.39 – and securing a 6th place finish at the global event. Again, the three age group Championship representatives in 2016 compares very favourably with the one that Wales had in the equivalent Championship year of 2014.

There was also a very noteworthy U23 Welsh National record in the women's shot Put for Adele Nicoll (coach: Vladimir Zinchenko / Adrian Palmer) who added almost a metre to her 2015 best with a put of 16.34m.

Furthermore, there were a number of GB representations by Welsh U20 athletes at European and World Championship level in the Mountain Running events. Cardiff AAC athletes, Ciaran Lewis (coach: James Thie), was selected for both Championship events, as was Brecon's Heidi Davies who won individual bronze and team gold at European level. Bronwen Jenkinson from the Eryri club, also brought home a fabulous Bronze medal from the World Mountain event.

A total of 26 GB vests were achieved by 17 Welsh athletes in 2016. Wales also had 4 athletes (David Omoregie, Bethan Davies, Ben Gregory and Sally Peake) ranked in the top-6 of the Commonwealth Games rankings (3 per nation) in 2016 – compared to 3 in 2014 and only 1 in 2012.

Depth of athlete performances at age group level also looked promising this year, with 137 unique U17 and U20 Welsh athletes placing in the UK top-30 – compared to 126 in 2015 and 90 in 2014.

Additionally, there were six Great Britain representations achieved by five Wales-based coaches and staff in 2016, while a total of 11 unique Wales-based coaches were the coach to an athlete who achieved Great Britain representative honours in 2016 (compared to 7 in 2015 and 3 in 2014).

As the spotlight now turns towards the 18 month journey from here to the next Commonwealth Games in the Gold Coast, Welsh athletes and coaches will be looking ahead to the home World Championships in London 2017 and Birmingham 2018 to



help prepare for the April 2018 event in Australia. The nomination policy for the Gold Coast event has now been published and based on 2016 performances, 10 Welsh athletes achieved “A” standards and an additional 7 achieved “B” standards this summer. It is hoped that these and more can achieve those standards next year and that many can convert those performances into medal winning ones....

## KPI 2: Stage Great Events to engage the public



### **KPI 3: Increase participation to build an athletic nation**

It has been another excellent year of growth and development across the sport with record membership figures and increases in the number of active volunteers, coaches, officials involved in athletics at all levels across the country.

In 2016 we exceeded 10,000 members for the first time and our vision is still to continue to support the growth of the sport each year in a realistic and achievable fashion.

This involves developing the infrastructure and capacity to grow responsibly and with it, ensuring that there is opportunity for all across our whole sporting pathway.

Along with our membership growth there has also been an increase in the number of affiliated clubs which, looking forward, should see us exceed 100 fully affiliated clubs in 2017.

The Sport Wales School Sport Survey published at the end of 2015 was another real boost for the sport and confirmed the growth and thriving popularity of athletics and running activities.

The increases in participation (in particular girl's participation and participation in the younger age groups) compared to previous survey results was both pleasing and is testament to the hard work that is being carried out across the country.

These results prove that athletics continues to be popular and is very much a thriving sport. The Sport Wales mantra of getting 'every child hooked on sport for life' is one that we support and the school sport survey demonstrated that 97% of schools are now offering athletics provision – the highest figure from any sport. The demonstrated progress in lower age group participation mirrors the exceptional growth we are seeing in adult participation.

Our workforce priorities (including volunteering, officiating and coaching) provide access and opportunity and we have worked hard to increase the profile of volunteering in the sport.

At the end of 2015 we hosted the inaugural Welsh Athletics Clubs Conference with experts from across the industry delivering on a range of interesting and engaging topics. Aimed at club officers the conference was well attended and the feedback from attendees was extremely positive. The 2016 edition of the conference in November provided yet another opportunity to engage with pro-active club officers and for clubs to share best practice. The 'Club Solutions' website that was launched in June is yet another tool to help to assist clubs in their development and the site is filled with a wealth of information and guidance for clubs and is a tool that is free, accessible and of benefit to clubs across Wales.

We have continued to progress with our Equality Action Plan and Insport NGB accreditation and have a more inclusive approach to delivery at all levels of the sport; this will be a focus area of work over the coming months and as we head into 2017.

#### **KPI 4: Host the ‘best ever’ World Championships to make the country proud**

Welsh Athletics continues to support the delivery and legacy projects for London 2017.

#### **2. The 2 Key ‘Philosophies’**

**All strategic decisions should be driven by the support of the Athlete Development Model.**

Welsh Athletics is working with the Welsh Schools Athletic Association to explore possible rationalisation of current competition programme.

**To be Britain’s best Olympic and Paralympic sport in everything we do.**

In line with our commitment to adopt the Governance and Leadership Framework for Sport in Wales, Welsh Athletics appointed two Non-Executive Directors to complement the skill-set of our existing Board of directors. Dr Nicky Lewis and Bernie Plain MBE were elected for a period of three years. Christian Malcolm was re-elected for a second term.

Welsh Athletics is working towards the Intermediate level of the Equality Standard for Sport and has submitted its evidence ahead of a panel in January.