

**UK Members Council Meeting  
Friday 14 December 2018  
UKA, 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  
 Hannah England (HE) – Chair of the Athletes Commission  
 Toni Minichiello (TM) - Coaching Representative  
 Mike Harris (MH) - Clubs Representative  
 Roland Gibbard (RG) - Road Runners Representative  
 Tony Clements (TC) - Celtic Nations Clubs Representative  
 Wendy Haxell (WH) - Officials Representative

**In Attendance:** Part of the meeting (as noted in minutes):

Richard Bowker - (SRB) - UK Athletics Chair  
 Jonathan Orr - (JO) - UK Athletics CFO  
 Nigel Holl (NH) – Interim Chief Executive  
 Sarah Coffey (SC) - UKA Executive Assistant

Full meeting:  
 Tom Bruce (TB) – Farrer & Co  
 Helen Wyeth – Minutes

Agenda item		Action
1	<p><b>Welcome and Apologies</b></p> <p>JG opened the meeting at 11.30am and welcomed Roland Gibbard (RG) to the Members Council as the new Road Runners representative.</p> <p>JG asked the Council if they wished the meeting to be recorded for his safekeeping and future reference if needed. TB confirmed this decision could be for all or part of the meeting. Following a show of hands it was agreed that the recorder would remain off.</p> <p>It was also confirmed via a majority show of hands that as this was a UKMC members only meeting, the UKA Executives (who have previously attended full meetings) should be invited to attend as appropriate. For this meeting it was agreed that the UKA Executives should remain in the meeting until after agenda item 3 and be recalled for agenda item 7 onwards.</p>	

<p><b>2</b></p> <p><b>2a</b></p>	<p><b>Minutes of the Meeting held on 14 September 2018</b></p> <p>Following the circulation of the minutes, MN had requested three specific amendments to the minutes which were yet to be agreed. Prior to confirmation or otherwise of the amendments, discussion was held around who should be able to comment and vote on amendments to ensure the minutes were accurate and unbiased. Was it just the UKMC or additionally the UKA Executives who were also in the room at the previous meeting? JG read out the legal advice he had received on this: an individual who attends as an attendee is entitled to speak, as opposed to a principal (UKMC Member) participant who is entitled to comment on the minutes of that meeting with a view to ensuring they are accurate, unambiguous, impartial and balanced record of the meeting.</p> <p>Three changes were then discussed and show of hand votes held:</p> <p>Change 1 – was not accepted by the majority as an addition</p> <p>Change 2 – was accepted by the majority as an addition as follows:</p> <p>Page 3 para 2:          “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.”</p> <p>Change 3 – was accepted by the majority as an addition as follows:</p> <p>Page 3 CEO report:          “In responses to questions raised:</p> <p>JO confirmed</p> <ul style="list-style-type: none"> <li>a. that the company established for the World Cup was not trading;</li> <li>b. that the World Championship surplus would not appear in the 17/18 accounts.”</li> </ul> <p>JG requested that the minutes be recirculated with the additions included for approval.</p>	<p><b>SC</b></p>
<p><b>3</b></p>	<p><b>Matters arising from the meeting held on 14 September 2018</b></p> <p>Completed matters arising from the minutes were confirmed. Remaining items were as follows:</p>	

	<ul style="list-style-type: none"> <li>- SPOTY – late circulation of letter to coaches for 2017 awards was written off. It was confirmed that in the future any/all letters will be sent promptly following any future awards</li> <li>- Selection Policy review. Item corrected to confirm that there is not an overall selection policy review in progress, but that after each event there is a reflection on the individual event selection policy. HE confirmed she is happy to receive comment or pass comment on selection policies if required. NH confirmed this is an area UKA could do better on.</li> </ul> <p>Following the conclusion of matters arising, the UKA Executives then left the room.</p>	<b>NH</b>
<b>4</b>	<p><b>President’s covering note - JG</b> Note taken as read</p>	
<b>5</b>	<p><b>Vice President’s update – DF</b> Report taken as read</p> <p>TC congratulated DF on her recent awards.</p>	
<b>6</b> <b>6a</b>	<p><b>Home Countries &amp; UKA dispute</b></p> <p>Statement request from Home Countries to UKA</p> <p>Prior to discussion on the dispute, an open discussion was held regarding the inclusion of DF for this agenda item following her interim appointment to UKA taking on responsibilities in addition to her Equality, Diversity &amp; Inclusion role, covering governance functions around domestic functions of the sport. This discussion was not only to ensure good governance, but also to protect DF regarding any real or perceived conflict of interest.</p> <p>Reference was taken from the Articles of Association (article 37) and from TB. The UKMC members were asked to consider if they felt there was any actual or potential financial conflict of interest – for either any one off item or as a whole.</p> <p>The UKMC overwhelmingly agreed that DF should remain in the room but should a vote be required, she should not vote. DF confirmed she was happy with the UKMC decision.</p> <p>JG opened the agenda item stating there had been a lot of process since the last UKMC meeting between UKA and the Home Countries and it was recognised that the volunteer representatives on the UKMC would not be aware of all of the detail. JG stated that it has been disappointing that information between UKA and the Home Countries was being leaked to the media and had been referred to as a UKMC and UKA dispute which was not</p>	

<p><b>6b</b></p>	<p>correct. JG thanked the volunteer representatives for not being drawn into the media disputes whilst this was not formally a UKMC issue. It was agreed that all UKMC members should be brought up to date in order that they understand what has happened and could form an opinion on the matter. JG advised that he had also received a letter from Scottish Athletics which had now formally drawn the UKMC into the dispute. JG requested an update to ensure all UKMC members had as much information as possible from the Home Country Chairs and UKA Executives. UKMC members were brought up to date with matters.</p> <p><b>Mediation (HC's and UKA)</b></p> <p>MN confirmed mediation had taken place with the support of John Sturrock QC in Edinburgh between the HC's and UKA. The UKMC were updated on the mediation agreed outcomes (1-9) (a 9 point agreed outcomes document was included in the papers).</p>	
	<p>Following the update and a lengthy discussion which included hearing from the Chair of UKA, the UKMC with the administrative support of TB (Farrers) took a paper vote to ensure individual member confidentiality. They were asked to vote confirming if they had:</p> <p>Confidence in the UKA Chair  No confidence in the UKA Chair  Abstain</p> <p>The majority decision was of no confidence in the Chair of UKA</p> <p>It was agreed that JG would write to the Senior Independent Director (Peter Taylor) advising him that the majority of the UKMC do not have confidence in the Chair of UKA. It was agreed that UKMC are NOT requesting that an EGM be called but the UKMC still wished to offer an opportunity to UKA Board to resolve this issue internally. It was agreed that a response should be requested from UKA Board within 7 days.</p> <p>IB also requested that JG speak personally to Peter Taylor to try to gain a solution. If UKA response is to suggest an EGM is called, then IB suggested UKMC request that UK Sport are also asked for input to help gain a solution.</p> <p>UKMC felt that until a response is received from UKA Board the next steps cannot be agreed at this meeting.</p> <p>IB left the meeting.</p> <p>Discussion was held around a short holding statement that could be used by</p>	

	UKMC members if questioned about today's meeting. This would be agreed at the end of the meeting and would be the agreed line by all members until further notice.	
<b>8</b>	<b>Volunteer reports</b> <b>All reports were taken as read:</b>  At this point the UKA Executives, except SRB, returned to the room. Volunteer reports were heard ahead of the UKA Reports	
<b>8a</b>	<b>Athletes Commission (HE)</b> Correction to HE report, RY stated as an independent observer, this should be changed to athletes' commission representative – non-voting.	<b>SC</b>
<b>8b</b>	<b>Clubs (MH)</b> BMC have contacted MH for a point of contact in UKA. NH advised they are now in contact with Barry Fudge.  A question was raised on YDL funding and NH advised support can only be confirmed in line with Sport England funding cycles, however it is anticipated that funding will continue.  HE requested that when IAAF ranking come into place, UKA consider support to BMC events to enable these events to create more points for athletes. Confirmed by NH this was a good idea to look into.	
<b>8c</b>	<b>Celtic Clubs – TC</b> Report taken as read	
<b>8d</b>	<b>Road Runners and off track – NR report / RG in attendance</b> Noted in the report, the reference to the Chair of BARR should actually be the President	
<b>8e</b>	<b>Officials – WH</b> Alongside the written report, WH verbally reported on a recent HC's officials forum last Wednesday which had been positive.	
<b>7a</b>	<b>Chairs report – SRB</b> Report taken as read	
<b>7b</b>	<b>Interim CEO – NH</b> Report taken as read  Discussion was held around the future timing of events at the London Stadium and the impact on ticket sales (positive and negative). NH confirmed discussions around event weekends are ongoing and confidential at this stage.  MN raised the point of pushing on collectively with sponsorship and activation of the sport at community level – this has been previously agreed as an objective. NH confirmed the CEO groups need to move forward with this although there needs to be a framework of agreed support from the CEO. MN	<b>NH</b>

	<p>felt that had been agreed.</p> <p>NH confirmed there had been good initial work with the digital team and England Athletics and this work will continue with Welsh, Scottish and NI athletics.</p> <p>NH asked the UKMC if the reports provided were as required, noting they were adaptations of UKA Board reports. JG requested an organogram of sub committees/members.</p> <p>TM noted the number of medals won by non-funded athletes and asked what action the Performance Oversight Committee had taken as a result. This led to a discussion around the role of the UKMC and UKA Board. It was confirmed that the Performance Oversight Committee reports to the UKA Board and Neil Black is accountable to the UKA Board. TB confirmed the UKA Board is the primary decision maker and the UKMC as the stakeholders provide a sounding Board and critical challenge.</p> <p>It was agreed that occasionally when relevant some other members of the Senior Leadership Team should be invited to update UKMC.</p> <p>Following a question on the size of cross country teams, NH confirmed the policies prepared on team principles was on the website and prior to this had been endorsed by the UKA Board.</p>	<p><b>JO</b></p>
<p><b>7c</b></p>	<p><b>CFO Report – JO</b></p> <p>In response to an earlier question at the AGM, JO confirmed the £800k debtor was a sum of money owed in ticket sales to be carried forward for future events.</p> <p>JO presented to the UKMC and updated them on the decision to move some parts of finance processing to JCS. JCS currently run similar services for four other NGBs and 15 race courses. It is anticipated this will save circa £50k a year and also provide a step change in the financial services UKA can offer.</p> <p>JO advised on the new HR systems ‘Amity’ to be implemented, working alongside EA.</p> <p>WH asked if officials will be paid through these systems. JO advised this is something to look at in the future.</p> <p>Discussion was held around financial forecasting bearing in mind the challenges of unknown/events/income/funding. JG confirmed the UKA Board monitors risk, financial or otherwise as part of their remit.</p> <p>Following questions on investment levels in development and coaching, NH</p>	<p><b>JO</b></p>

	<p>confirmed there was ring fenced investment for both, maybe not at the levels we would like but that UKA does its upmost to increase income streams to support budgets.</p> <p>HE asked if investment into talent would increase. NH confirmed funding would probably decrease not increase but that we have to do more with what we have and also learn from other sports on talent investment.</p>	
<b>9</b>	<p><b>Home Country Reports</b></p> <p>All reports taken as read</p>	
<b>11</b>	<p><b>Date of next meeting</b></p> <p>Confirmed as 14 February 2019. JG requested the dates of meeting for 2019 be circulated again</p> <p>At this point the UKA Executives left the room</p>	<b>SC</b>
<b>10</b>	<p><b>Any other business</b></p> <p>UKMC returned to agenda items 6 to finalise the communications to Peter Taylor.</p> <p>JG acknowledged the pressure on the HC's reps in particular to answer questions following the meeting, and hoped matters would be resolved quickly.</p> <p>It was agreed that comment that all UKMC members would if asked to comment on the dispute following the meeting today would be:</p> <p>'It was a constructive discussion and the process is still ongoing'</p> <p>JG closed the meeting at 4.30pm.</p>	

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

<b>Page 2</b>	Item 2b	Minutes of the previous meeting to be amended as noted and recirculated for approval. <b>ACTION SC</b>
<b>Page 3</b>	Item 3	Following SPOTY, any relevant letters to coaches and athletes to be sent promptly. <b>ACTION NH</b>
<b>Page 8</b>	Item 6d	Vote in relation to SRB – JG write to Peter Taylor advising him of the outcome of the vote - <b>ACTION: JG</b>
<b>Page 8</b>	Item 6d	Vote in relation to SRB – IB requested JG speak to Peter Taylor to try to gain a solution <b>ACTION: JG</b>
<b>Page 8</b>	Item 8a	Correction to be made to HE report re athletes commission representative non-voting <b>ACTION: SC</b>
<b>Page 9</b>	Item 8b	Possible support for BMC events to be looked into when IAAF ranking come into place. <b>ACTION: NH</b>
<b>Page 9</b>	Item 7b	Activation of sponsorship of the sport at community level, CEO group to push forward with this. <b>ACTION: NH</b>
<b>Page 10</b>	Item 7b	UKMC Executive reports - UKMC to receive an organogram of sub committees/members. <b>ACTION: JO</b>
<b>Page 10</b>	Item 7b	Policies and principles on team sizes. UKMC to be offered the opportunity to input comment. <b>ACTION NH</b>
<b>Page 10</b>	Item 7c	Officials payments via the new systems. Something to consider in the future (ongoing). <b>ACTION JO</b>
<b>Page 11</b>	Item 11	Date of next meeting – full 2019 list to be recirculated to all. <b>ACTION: SC</b>

**APPENDIX List**

- 1. Paper with amendments to the minutes for consideration**
- 2. Presidents report/covering note**
- 3. Vice Presidents report**
- 4. Mediation 9 point agreed outcome**
- 5. Letter from Scottishathletics**
- 6. Interim CEO Report**
- 7. CFO Report**
- 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**

