

**UKA Board Meeting  
UK Athletics, Alexander Stadium  
19<sup>th</sup> June 2019**

**Attendees:** Sarah Rowell (SR) – Chair  
David Bedford (DB)  
Penny Avis (PA)  
Gordon Arthur (GA)  
Jonathan Orr (JO)  
Peter Taylor (PT)  
Anne Wafula-Strike (AWS)  
Nigel Holl (NH)

**In attendance:** Cherry Alexander (CA)  
Neil Black (NB)  
Ellen Neal (EN)

**Apologies:** Jason Gardener (JG)

**1 Welcome, apologies & conflicts of interest**

SR welcomed everyone to the meeting, introducing EN as the new Executive Assistant to the CEO. Apologies were received from Jason Gardener. There were no new conflicts of interest reported.

**2 Minutes of the meeting 1 May 2019**

The minutes of the meeting 1 May were approved as a true record subject to the amendment to the Philosophy point on page 3.

The minutes from the meeting 1 May for publication on the website were approved.

**3 Matters arising from meeting 1 May 2019**

The matters arising from the meeting 1 May 2019 were included on the agenda of the meeting or discussed and / or closed. The summary Matters Arising document is attached to this document.

It was agreed going forward that the document as a matter of course should include a timeframe for each live matter under the status column. **Action:** EN to update

The following additional actions were noted:

**Action:** JO to follow up with EIS regarding financial education for agents

#### **4 Chairs Update**

SR reported that JG was unable to attend today's meeting. Going forward JG had confirmed he was willing to serve a second term as UK Athletics President – this would be discussed at the UKMC meeting on 21<sup>st</sup> June.

In confirming that this was PT's last Board meeting as SID and Director, SR thanked him personally and on behalf of the Board for all his hard work, noting that the sport had benefited significantly from his time on the Board and his expertise; wishing him all the best for his future new challenge in education.

Finally, SR noted that this would be her last meeting as Interim Chair, with Chris Clark joining as Chair from 1 July, although there will be a planned and tapered transition period.

#### **5 Board Committee Updates**

GA gave a short update on the Rem Comm meeting held the previous week noting:

In line with UKA's commitment to getting the advanced standard in sport over the last 12 months the introduction of a new online Amity HR system means we better capture everyone's diversity profile. This also means we no longer need to do an annual survey as the information is available on Amity.

There has been a great deal of work in the ED& I space, including: International Women's Day, month of stories from female officials. Sporting Minds conference, BBC conference in Manchester, after which SR, DF and Jane Fynne met with the Minister for Sport. An LGBT awareness session has been delivered to all staff and we are still part of rainbow laces campaign.

AWS noted that while we are doing good work on ED&I it does not feel enough is done on disability given that 15% staff declare as having a disability. She noted that more needs to be done to employ people with disabilities.

The Diversity action plan is in the process of being updated, it is down from the website waiting for a new front piece from Chris Clark. UK Sport recognise UKA as leading in some areas and UKS therefore now much more minded to engage in dialogue on this subject.

There was a short discussion on the Succession Planning Report. GA noted that it was more of a Business Continuity Plan at this stage, but senior managers are working to populate the grid as next steps, highlighting who would cover their work in emergencies.

Three policies were approved covering Training and Development, safeguarding – Adults, Safeguarding – Children. The latter two policies had been extensively reworked to be clear what UKAs responsibilities are, and what is guidance for HCAFs and Clubs.

#### **6 Performance Report**

NB talked through a handout provided at the meeting, talking through each of the likely medal winners for Doha and Tokyo.

NB noted that he was confident in achieving the stated Olympic medal targets and confirmed to a question that for Doha the medal target was 7-9 medals

## **7 Classification Review Update**

AWS gave a short update on the previously circulated Classification review update document. She was congratulated for overseeing a very comprehensive and detailed piece of work.

Board members who had any further questions or comments were requested to raise them or feedback directly to AWS outside of the meeting.

**Action:** All to raise any further points directly with AWS

## **8 Matters for discussion**

### **a) IAAF nominations**

SR reported that Paula Radcliffe had come to the end of her term on the IAAF Athlete's Commission where she had been a nominated member. All were asked to forward any proposed names of individuals who UKA would wish to nominate to sit on the group going forward, noting that as elected members the individual must have competed either in the forthcoming or one of the last two IAAF World Championships.

**Action:** All to forward any suggested names to SR

### **b) Muller**

NH reported that he was in positive discussions with Muller who wished to extend their contract for a further year to 2022. After discussion the Board gave permission for NH to proceed.

**Action:** NH to continue discussions with Muller and update the Board on progress.

### **c) Athletes Commission – Terms of Reference**

The Board approved the updated Terms of Reference as proposed by JO in his Finance and Operations report.

### **d) Technical Advisory Group Terms of Reference**

The Board approved the updated Terms of Reference as proposed by JO in his Finance and Operations report.

## **9 Matters for noting where required**

JO highlighted the current financial predictions as per his report, noting that these will be discussed in detail at the next Audit meeting.

## **10 Any Other Business**

There was no other business and the meeting concluded to be followed by a Board discussion around the draft operational plan.

## **11 Date of Next Meeting**

23th July, Birmingham