

**UKA Members Meeting
Friday 11 December 2020
12.20pm via Teams Call**

Attendees: Jason Gardener (JG) - President
Stef Reid (SR) - Vice President
Myra Nimmo (MN) - England Athletics Chair
Ian Beattie (IB) - Scottish Athletics Chair
David Abrahams (DA) - Athletics Northern Ireland Representative
Steve Perks (SP) - Welsh Athletics Chair
Julian Starkey (JS) – England Clubs Representative
Tony Clements (TC) - Celtic Nations Clubs Representative
Toni Minichiello (TM) - Coaches Representative
Arwel Williams (AW) – Officials Representative
Roland Gibbard (RG) - Road Runners Representative

In attendance: Nic Coward (NC) – UK Athletics Interim Chair
Penny Avis (PA) – UK Athletics Board Member (SID)
Joanna Coates (JC) – UK Athletics Chief Executive Officer
Mark Draisey - (MD) - UK Athletics Chief Financial Officer
Helen Wyeth – Minutes

Apologies Hannah England

1. Welcome and Apologies - Jason Gardener (JG)

Apologies were accepted from Hannah England.

It is noted that immediately prior to the formal commencement of this meeting a discussion had taken place to confirm or otherwise the attendance of the UKA Executives at this and future UKA Members meetings.

A view was put forward that based on collaboration, openness and transparency that no one (from those listed above) should be excluded from the UKA Members meetings and that all parties should work hard together as one, even if there are difficult conversations to be had. The meeting was reminded that it is stated in the articles of association that it is the decision of the UKA Members as to who is invited or not.

Several UKA Members commented on the feeling of lack of transparency and trust in the past but overall, the need for a change in the culture meant that inclusion was the best way forward.

The President proposed that the UK Executives should be allowed to attend the UKA Members meeting, and a vote was taken with the following result.

For 10 Against 1

Following a question regarding the roles and responsibilities of the UKA Members it was reiterated that the responsibilities are as listed in the articles of association and that they have been discussed at previous meetings. In summary a role based around oversight, being the custodians of the sport and not one of detailed decision making.

Although this was generally understood and accepted, there was still a general feeling that in the past the UKA Members have previously been ‘briefed at’ regarding situations and that

their expertise and knowledge was disregarded and not seen as valuable input. This was frustrating for the members.

Several comments were raised regarding input members wish to make in relation to clubs, coaching and competition. It was confirmed that the lead organisations for much of the decision making and strategy relating to these areas were the HCAFs and it was vitally important the five separate but equal organisations work together well going forward.

Further discontent was raised regarding the previous management of UKA. The UKA Members were reminded that as the shareholders of UKA they would have either approved the actions of the past or that the previous system had not worked. In the future real alignment of the Board and UKA Members is essential.

Engagement between all parties was considered critical.

It was requested that if there is any disagreement regarding the role of the independent Chair this is also resolved and not left to fester and create misalignment.

A question was raised regarding the process and timescales for the replacement of the Celtic Nations representative as a UKA Member following the resignation of Tony Clements before the end of his four-year term. It was agreed that MD would look through the articles to determine what the position is/next steps. **ACTION: MD**

In conclusion the President pointed out how easy it was to have a blame culture regarding the past but the successes of the athletics team, supported by UK Sport must not be forgotten. The UKA Members, Executives and HCAF's must work together for the greater good of the sport and support each other.

2. Minutes of the UKMC Meeting held on 23 October 2020 and 18 November 2020 and matters arising

The minutes and matters arising from both meetings will be discussed at the next UKA Member meeting.

3. UKA update and Financial Report on activities

JC thanked the UKA Members for allowing the UKA Executive to remain in the meeting and that the previous discussion had provided a very valuable insight.

A slide presentation *UKA Update – December 2020* was shared with the UKMC. The key points noted were:

3.1. Strategy and Governance

It was confirmed that the newly formed working groups were now operational and the officials working group had already met. The official working group had requested that a member could attend two other subgroups. UKA Members asked if this attendance was for linkage between groups or to potentially provide input (in which case should there be selection criteria). **ACTION: JC to check**

It was confirmed that following input from the working groups, operational plans will be developed with delivery planned from July. UKA Members input will be via the consultation process. UKA Members requested that the operations plans be shared with them prior to release. **ACTION: JC**

JS asked if he was still on the working group as previously he had seen his name listed but heard nothing else. **ACTION: JC**

Following a comment at a previous meeting that asked for clarity on the source regarding the 'overly bureaucratic approach by officials', JC confirmed that the source of this comment was the English Athletics Consultation.

3.2. Development

It was confirmed that Mark Munro will commence as Development Director on 1 February.

3.3. Performance

The lack of selection policies was raised – it was suggested that a holding statement is released with standards athletes should be working towards if a full policy was not yet available. This was particularly for the European Indoor Championships. **ACTION: JC**

It was confirmed that the BOA currently believes Tokyo Olympics/Paralympics will happen although the athlete experience may be different in light of covid.

It was confirmed that currently there is no right to insist athlete have the covid vaccine.

3.4. Competition and Events

It was confirmed that para-athletes will be invited to the Indoor Championships.

3.5. People

Following a request it was confirmed that the new organisational charts would be sent to the UKA Members for information. **ACTION: MD**

3.6. Finance Update

The summary Income and Expenditure sheets was talked through noting the fact that UKA continues to track around a break-even budget.

A question was raised around the endurance positions recently advertised and a rough guide to salaries (currently advertised as commensurate with experience). MD to confirm this against the Paris submission. **ACTION: MD**

In response to a question on future UK Sport / Government funding it was confirmed that it is expected that there will be reductions but that UKA had prepared and evaluated where savings could be made.

4. Any Other Business

5. Date of next meeting

12 March 2021

Summary of Actions

| Point | ACTION | Responsible |
|-------|---|-------------|
| 1 | To confirm process and timeline for the replacement of the Celtic Nations representative following the stepping down of Tony Clements | MD |
| 3.1 | Request for a representative of the Officials working group to sit on two other subgroups – is this for linkage or input? | JC |
| 3.1 | UKA Members request to see the strategic operational plans prior to outward circulation | JC |
| 3.1 | To confirm if JS was still listed on a working group | JC |
| 3.3 | Request for selection policies or at least the standards athletes should be working towards to be published (esp. European Indoors) | JC |
| 3.5 | UKA Members to receive a copy of the new organisational chart | MD |
| 3.6 | Confirmation of range of salary expected commensurate with experience for the endurance roles advertised | MD |