

UK Members Council Meeting
Friday 14 February 2020
Crowne Plaza, Glasgow

Attendees: Jason Gardener (JG) –President
Stef Reid (SR) – Vice President
Steve Perks - Welsh Athletics Chair
Myra Nimmo (MN) - England Athletics Chair
Ian Beattie - Scottish Athletics Chair
John Allen (JA) - Athletics Northern Ireland Representative
Tony Clements (TC) - Celtic Nations Clubs Representative
Toni Minichiello (TM) - Coaching Representative
Arwel Williams (AW) - Officials Representative
Roland Gibbard (RG) - Road Runners Representative
Hannah England (HE) – Chair of the Athletes Commission
Chris Clark (CC) – UK Athletics Chair
Penny Avis (PA) – UK Athletics Board Member
Jonathan Orr - (JO) - UK Athletics Chief Financial Officer
Nic Coward (Interim CEO)
Ellen Neal – Minutes

1. Welcome and Apologies

Apologies were received from Julian Starkey. Nic Coward (Interim CEO) was introduced and welcomed to the UKMC.

2. Minutes of the AGM and UKMC Meeting held on 13 December 2019 and Matters arising from the meeting held on 13 December 2019

Minutes were approved for the meeting on 13 December 2019 AGM and UKMC meeting.

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

- 2.1.** Action 3.4 – PA confirmed that she spoke to UK Sport about whether there was going to be a review of the Code of Sports governance and although there is no formal date agreed, they are thinking about a potential review but they have encouraged UKA to pass on any comments, please do so at any point in time and it will be taken into consideration. PA offered to collate a viewpoint from UKA and encouraged the UKMC to contact her for this purpose.
- 2.2.** Action 3.8 – Paula Dunn will present at today's UKMC meeting. Jon Roberts will be delayed to a later date and HCAFs will also be invited to support on Talent programs.
- 2.3.** Action 5.1 – Question regarding Thyroxine – A paper had been prepared in regard to the background around Thyroid and hormones. The paper was read out to UKMC members and will be circulated to UKMC members following the meeting.

Action: Headline question from UKMC to UKA, to take away from this discussion, ~~is~~ are we

satisfied that the system ensures clinically driven decisions.

2.4. Action 8.1 – December UKMC has been scheduled for Friday 23 October 2020 and the AGM will take place on Friday 11 December. Dates were confirmed and agreed.

3. President's update

President discussed that UKA are still going through a difficult time and challenges at leadership level. The Olympics and Paralympics are coming up which is a great opportunity for the sport. Non-Track and Field clubs' representative position to discuss later in the meeting which will be picked up during the CFO's report.

4. Vice Presidents update

The change to the selection policy in terms of invites, was a great example of athlete's involvement towards positive changes. Feedback from Staff at Loughborough was that Chris Clark is a great leader which shows the passion and enthusiasm from athletes.

A suggestion was made to find out why staff were so negative at the moment and address this issue.

5. Paralympic post Dubai update – Paula Dunn

Paula presented an update to the UKMC, following the Paralympic events that took place in Dubai in October 2019 and also background information regarding selection for events.

A point was made that the Para athletes appear to have a lot more clarity in terms of what they need to achieve to be included on the WCP and what they need to do to make a team and a question was asked how this was achieved and whether this process could apply to the Olympic Games side? PD explained that this is down to honesty, clarity and the relationships with the athletes plus ensuring consistency.

A further question was asked if there was enough being done for coaching within the Paralympic program. Coaching as a whole has been hard but there are coaches within the system who are Para specific. Masterclasses are also covered to support coaches.

Paula was thanked and wished very best wishes for Tokyo before she left the meeting.

6. UKA Update

UKA Chair, Chris Clark

6.1. UKMC were given an update following the paper shared prior to the meeting. Current positive progress is being made with significant potential sponsors and pipeline of new opportunities are being established.

6.2. An update was given to UKMC in regard to the UK Sport review and Dame Sue Street is looking to hold interviews with all UKMC members, predominantly in London but possibly in other locations. This will be carried out with a speedy timeline. Contact details for Jonny Wynne will be circulated to UKMC members, as Jonny will liaise/organise a meeting with Sue. It was felt this was a great opportunity for the sport and UKA. Discussions have only taken place with UK Sport and not Sport England. A question was raised around the review referring to phase 1 and if that meant there would be further phases. It is understood that this is the only phase but this information is based on findings. UKMC asked if they will be allowed to see the review that is produced by Sue. UKA Exec will take this question away and report back.

Action: UKA to confirm if UKMC are able to see the complete review.

- 6.3. Performance Review Summary has been published and findings are currently under consideration. Feedback has been positive for the transparency shown and it has elicited feedback from a number of areas. A question was asked in regard to access to view the full report than just the summary version. Response was given that the summary has not been redacted and it has been shared as submitted by Vicki McPherson. The question will be asked if the full report can/needs to be shared.

Action: UKA to ask whether the Performance full report can be shared with the UKMC.

Action: Date to be confirmed in March for Sarah Rowell to present findings following the Performance Report Executive Summary.

- 6.4. UKMC were given an update in regard to commercial opportunity for the Paralympics and that there isn't a lot of it which is felt by the athletes. There is a difference in funding for the para's and most athletes who are funded only receive £2k and that covers training camps and competition opportunities especially if you consider that the para athletes are paying their own way. It is important not just from a commercial opportunity for para athletes but in terms of development to give them opportunities to compete. The way para selection works for Olympics and World Championships is that you have to be in top three in the world which is a performance based approach. It is felt that there is a cultural imbalance and promotion of para stars is very limited. A question raised was what was felt would be some quick wins for the Para's for this year at events. A comment was made that we aren't as integrated as we should be and for UKA Board to take this question forward. The Exec asked SR to suggest some athletes that would be a good group of people to have a conversation with offline to come up with ideas. It appears that the best opportunity is at the British trials and would allow the para athletes to be given the opportunity to be seen by the public and athlete engagement is key. A suggestion was made for some of the Para Athletes Commission members to become a focus group to assist with this.

6.5. Plans to improve dialogue with UKMC to support sport strategy success

A question was put to the Board if there was an option to communicate to the UKMC at an earlier stage rather than update at the meeting so that more input can be given. This suggestion has already been previously discussed and UKA Board want that to be the relationship for a two way conversation, UKMC will be part of the input at the earlier stages and as soon as Board are working on the next level down for the strategy, UKMC will be engaged in that way. The UKMC were reminded that as part of the Code of Conduct that all members signed and specifically around confidentiality, when ideas are shared from the Board, these need to be discussed in a safe environment so that all can openly talk and gain input.

UKMC would welcome the Board to have this open dialogue and for them to know what the Board's perspective is. A suggestion was made for more communication when items are discussed but not used and it would be good for the sport to know that UK Athletics Board are, for example, considering these items and then to include the reasons why the ideas were not implemented.

UKMC were given an idea that could be implemented and that is to have a Board planner

which would be a UKMC structured agenda and would suggest items for each meeting that could help identify and cover certain points throughout the year.

It was noted that from the coaching point of view, they are still waiting on the selection policy for the European Championships. The process would be that this would be completed by November and the athlete would understand what they needed to achieve. The policy is now four months late.

6.6. Athlete medical welfare - thyroid practices

This item was covered during the action points from December 2019 UKMC meeting.

6.7. How effective are the POC?

This is on the radar and is part of the performance review and how it is structured/works, what the reporting lines are so it is firmly on the radar.

Response was given that the domestic competition strategy implementation group are looking at the next three items:

UKA age group policy changes

Event permitting

Competition pathway

Ongoing action – JS raised these three individual items and needs to feed into DF. EN to ensure that DF has these questions.

UKMC had a discussion around the new CEO appointment and questions were raised around the appointment and UKA Board confirmed that the CEO was appointed through an interview process.

For the purposes of the minutes, CC advised the UKMC that he currently has a portfolio of work, some of which is highly regulated and some is public sector and it has been difficult trying to make all of these commitments work and the decision to step down, was not taken lightly and financially, there was an opportunity to keep CC involved in the commercial side. CC felt that this is where he feels he can make a real contribution. CC felt the scope of the Chair role is significantly different to when he started in July 2019.

UKMC were presented with a position on the Non-Track and Field vacancy. A name was put to the UKMC as a recommendation for this position. It was felt the Council would be heavily Track & Field members and the role is focused on the Non-Track and field. Comments were made that the title of the role is not clear. The president asked the UKMC on how they would like to proceed with the recommendation. A question was raised if Sarah Rowell would be able to assist in finding the relevant person for this specific role.

President asked for this discussion to be taken offline.

A financial update was given to the UKMC advising of where UKA will be by year end 31 March 2020. Team partner sponsorship will be a seven figure, if successful for 2021, which is material to the accounts going forward. TV broadcaster is also under negotiations as the BBC contract is due to expire in December 2020. There was a presentation made to the Board in January to give an overview. Final budget will be presented to Board for approval in March 2020.

A question was raised in regard to the worst case scenario i.e. the BBC income and sponsorship do not transpire, does that leave the organisation at risk of insolvency. The answer was no it will not, as there is plenty of cash and businesses are only insolvent when you can't meet your debtors that fall due over a 12 month period.

7. Home Countries Update

No updates were provided apart from Northern Ireland government are back in action and there are a number of outstanding issues that are being discussed in regard to facilities and funding for major events including road closures for road races.

8. Volunteer updates

There were two outstanding actions from a previous UK Council Member, both of which were dealt with by TAG. There was a new matter re a senior official which will be taken offline with Chair of UKA.

Congratulations were made for Malcolm Arnold who received an IOC lifetime achievement award for coaching and congratulations to John Blackie for being voted for Sports Personality of the Year/Coaching of the year.

9. Any other business

Discussions were had regarding the Honor's list and names to be considered. For names to be put forward to DF.

Cherry would be happy to present to UKMC regarding Events.

President thanked Chris Clark for his time as Chair of UKA and welcome to Nic as the next Chair. CC will become a non-statutory director/advisor to the Board when CEO starts. Nic will attend next UKMC as Chair of UKA. It was noted that this was JO's last meeting also. Jo was thanked for his time also.

Date of next meeting

Friday 19 June - Time TBC – Venue – TBC, Manchester (prior to the Outdoor Champs)

Summary of Agreed Actions

| Point | ACTION | Responsible |
|-------|---|---------------|
| 5.1 | <p>UKA Board and UKMC to consider if best practice is being followed in respect of Thyroxin. Subject to be raised at next UK Board.</p> <p>Headline question from UKMC to UKA, to take away from this discussion, is are we satisfied that the system ensures clinically driven decisions</p> | UKA |
| 6.2 | UKA to confirm if UKMC are able to see the complete UK Sport review | PA/NC |
| 6.3 | UKA to ask whether the Performance review full report can be shared with the UKMC | PA/NC |
| 6.3 | Date to be confirmed in March for Sarah Rowell to present findings following the Performance Report Executive Summary | JG/SR |
| 6.7 | Ongoing action - JS raised three individual items and needs to feed into DF. EN to ensure that DF has these questions | EN/DF/Ongoing |

