

UK Members Council Meeting
Friday 23 October 2020
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
John Allen (JA) - Athletics Northern Ireland Representative
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
Steve Perks (SP) - Welsh Athletics Chair
Hannah England (HE) – Chair of the Athletes Commission

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

Apologies

1. Welcome and Apologies - Jason Gardener (JG)

It was noted that SR will be delayed in joining the call and agenda item 4, Vice Presidents update will move to agenda item 9. It was also noted that HE will leave the call between 11:30 and 13:30. SP will also need to leave the call at 13:00.

2. Minutes of the UKMC Meeting held on 18 September 2020 and matters arising

The minutes of the meeting on 18 September 2020 were approved.

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

2.1 Action point 5.6 Further information had been requested on the vision of the Head Coach as per the media release. It was confirmed that the interview presentation of the appointed Head Coach was impressive and that the Head Coach will prepare a formal plan following his start in November against which goals will be set by JC. JC confirmed it was not possible or acceptable to release candidate's thoughts that were presented as part of a confidential interview process.

3. Presidents update - Jason Gardener (JG)

The UKMC were thanked for sharing their thoughts during recent calls. It was noted that whilst it is clear there are some areas of agreement on the way forward, there is still a lot to be discussed and agreed.

An extra agenda item (6) 'The Change Plan' was confirmed as being added to the agenda.

4. Vice Presidents update - Stef Reid (SR)

Agenda item to be delayed and inserted as item 9

5. UKA update and Financial Report on activities

5.1 A slide presentation taken from *Athletics Unified* was shared with the UKMC. It was confirmed that:

The strategy for athletics '*Athletics Unified*' is a 12 year strategy that will sit alongside four year funding application cycles, that the three interlinked strategic goals move away from the previous 'winning medals at all costs agenda' and that for the first time this is a unified strategy for the sport in GB and NI.

It was confirmed that the framework agreement will hold all HCAFs and UKA to account with the CEO forums accountable to their Boards and to the UKA Board. Outward facing and visible dashboards will be agreed for UKA and HCAFs. UK Sport and Sports Council funding will be dependent on delivery of the objectives outlined in the dashboards.

It was confirmed that goal two, retention of 250,000 registered athletes across the UK by 2032 was a combination of retention (reducing churn) and attracting new participants.

In response to a question raised relating to page seven of *Athletics Unified*, the interview pool in relation to the comment in respect of the reported overly bureaucratic approach to developing and retaining officials is to be clarified. **Action: JC**

It was proposed that seven working groups will be established. Each group will have a membership mix of staff and independent experts. It was confirmed that working groups will be expected to undertake mapping and data collection exercises as required to understand and evaluate the capacity within disciplines.

It was confirmed that at present 'clubs' sit within the development working group and that sub groups may be established within working groups for specific areas such as clubs.

It was confirmed that the individual names presented as group members were suggestions/proposals and that the UKMC are encouraged to share and suggest working group members. **Action: ALL**

5.2 A slide presentation *UKA Update October 2020* was shared with the UKMC. Points noted were:

5.2.1 Performance

The UK Sport Funding application for the Paris cycle has been submitted and will be circulated once the funding has been agreed and the document amended to reflect the approved funding. **Action: JC**

The warm weather camp in Dubai is no longer happening due to covid restrictions.

It was agreed that following a debate relating to Olympic and European Indoor selection policies and standards/anomalies, that the concerns raised would be fed back to the performance team. **Action JC**

It was noted that whilst such debates (selection policies) were very valuable, the UKMC was not the correct place for input to take place. Input is required earlier in the process and it was hoped that in the future this would be as part of the working groups.

In response to questions resubmitted by the UKMC specifically in relation to the appointment of the Head Coach, NC confirmed that he felt he had sufficiently answered the questions at the previous meeting and that there had been due diligence undertaken in relation to the appointment of the role.

It was confirmed that the performance team are working with athletes on an individual basis to give them all the support UKA can in the run up to Tokyo.

It was confirmed that interim solutions have been put in place for 'Head of roles' until Sara Symington has commenced as Performance Director. This will be followed by an open and transparent appointment process.

It was confirmed that performance underspend in 2020 can be rolled forward for Tokyo planning and delivery.

5.2.2 Finance

It was confirmed that a small deficit or break-even budget is still forecast.

It was confirmed that a small team including PA and MD are continually reviewing the financial and reserves position, planning ahead and prioritizing spend, but that financially it was not currently seen as a time to stand still or plan for austerity. It is believed that a whole sport approach to commercial sponsorship including broadcast will assist with future investment.

It was confirmed that both cash in the bank and cash flow were currently not seen as a concern from a financial management point of view and that the UKMC as the shareholders should not be concerned.

It was confirmed that UKA has received confirmation of continuity funding from UK Sport to support the indoor championships/trials. Receipt of funding will be contingent on delivery of the event. Receipt of these continuity funds provides increased certainty to the forecast position. MD was thanked for his work with this application.

It was confirmed that whilst the events strategy is still to be written, the outdoor trials and Diamond League (London) will also take place in 2021.

It was confirmed that no event cancellation insurance policies are being offered for 2021 and there are no policy payouts for this year's cancelled events.

It was confirmed that UKA is providing support and assistance to the legal investigation regarding the death of an athlete during the London 2017 World Championships. This was not currently considered a contingent liability for UKA.

It was confirmed that the accounts for 2019/20 will be filed at the company's house in the next few weeks. **Action: MD to advise UKMC when this has happened**

5.2.3 Elections to UKMC

It was confirmed that no nominations had been received to fill the vacant position on UKMC for clubs not practicing track and field, therefore at the AGM there will be no proposals to fill this vacancy.

5.3 Questions submitted by UKMC to UKA Board but not answered as part of the above presentation:

In relation to the change/resignation of Directors on the UKA Board, it was confirmed that alongside current change further change could be expected. It was also noted that the quality of the UKA Board was considered to be continually improving.

6 Change Plan (SR joins the call)

Following on from the previous UKMC meeting, phone and email conversations over the previous weeks, a clear outcome or line of common agreement had not been achieved. It was also noted that AGM was imminent.

UKMC were reminded that the Dame Sue Street highlighted the following:

Throughout the review, there was little support for the UKMC as it currently operates, and confusion as to its core purpose. Some participants did put forward that the group should be a source of information for the decision-making authority within UKA. The timelines of this review did not allow for a thorough examination of the most appropriate function/role of this group and how any change would be brought about, but it is recommended that this is explored, with a genuine consideration as to whether the group has a role at all. Different options for the group should be considered, including making it a more representative function, or replacing it. All considerations must take into account the confines of Company Law.

It was noted that the proposal to include HCAFs on the UKA Board was welcome progress and that the proposed strategic working groups will also provide significant expert input from the sport which could satisfy 39.1 of the articles of association.

Following lengthy debate, a draft proposal was made as follows:

UKMC to remain as the elected members and shareholders of UKA satisfying 39.2 of the articles of association.

The UKMC role as outlined in 39.1 would be disbanded as this would be completed by the working groups which in turn would include appointments from the sport based on skills and expertise.

Elected Members (shareholders) of UKA Ltd would automatically be entitled to attend the coming together of the working groups (twice a year?).

This change would be monitored over a two-year period with the elected members retaining complete control to review and change the articles of association with the relevant majority.

Following a show of hands it was agreed that the UKMC wished the above draft proposal to be worked up further for consideration. **Action NC**

7 Home Country updates

No additional reports

8 Volunteer updates

Officials

Significant concerns were raised around events that are not checking the official requirements to ensure ratification of records. In particular, a European Best and UKA 800m record at a BMC event and a UK Shot Putt Junior record had unfortunately not been ratified, denying the athlete of their achievement. This has been passed to the Technical Advisory Group.

England Clubs

It was reported that many clubs are having problems accessing training space, especially with lights in the winter. Cross Country is making slow progress.

Road Running

It was confirmed race licensing numbers have dipped to 10% compared to this time 12 months ago. This is especially difficult with the new 3 tier system (covid). Many organisers are not prepared to organise events currently.

Coaching

Anomalies around qualifications standards and the lack of some selections policies was raised. The strategy for coaching is also still outstanding from the review group.

Athletes Commission

New appointments to the athletes commission are Adam Gemili, Steph Twell, Nathan Douglas and Vanessa Wallace. The commission is delighted with the new appointments and

also on meeting their BAME targets. The next formal meeting will elect a Chair to shadow Hannah England prior to the end of her four-year term in 2021

9 Vice Presidents update - Stef Reid (SR)

Praise was given to the HiPAC Performance Team in facilitating and making arrangements to allow programme athletes to train safely but separately at the University. It was confirmed that Steve Paulding had communicated with SR following the last meeting regarding training plans and the Dubai proposals.

A WCCP weekend had worked well 'virtually' and had an excellent turnout.

It was advised that five athletes had graduated from the Women's Sports Trust programme to assist women in future leadership positions.

10 Any Other Business

10.1 Following on from a question regarding WCCP Plan athlete selection, it was confirmed that current athletes remain on the plan but that there are additional discretionary places available. **Action: JC to contact the performance team for additional information**

10.2 There is also confusion as to if current athletes need to apply to stay on 'futures' **Action: JC to take this away and confirm.**

10.3 Following the above Change Plan discussion, it was re-confirmed that the next step was for the suggested proposal to be turned into draft articles and a position statement. It was requested that if there are any additional changes these should be communication to NC. **Action: NC/All**

10.4 It was confirmed that EA had received a letter from the chairs of the National Athletics Leagues requesting oversight of any proposed changes. It was felt that this letter again highlighted the confusion within the sport between the roles of UKA and the HCAFs.

10.5 It was confirmed that any potential changes to the articles would be entirely at the discretion of the UKMC and would be drafted in line with appropriate legal advice.

11 Date of next meeting

Friday 11 December 10am. UKA AGM and UKMC

Summary of Actions

Point	ACTION	Responsible
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5.1	In response to a question raised relating to page seven of Athletics Unified, the interview pool in relation to the comment in respect of the reported overly bureaucratic approach to developing and retaining officials is to be clarified.	Action: JC
5.1	It was confirmed that the individual names presented as group members were suggestions/proposals and that the UKMC are encouraged to share and suggest working group members.	Action: ALL
5.2.1	The UK Sport Funding application for the Paris cycle has been submitted and will be circulated once the funding has been agreed and the document amended to reflect the approved funding. Action: JC	Action: JC
5.2.1	It was agreed that following a debate relating to Olympic and European Indoor selection policies and standards/anomalies, that the concerns raised would be fed back to the performance team.	Action JC
5.2.2	It was confirmed that the accounts for 2019/20 will be filed at the company's house in the next few weeks.	Action: MD to advise UKMC when this has happened
6	Change Plan - Following a show of hands it was agreed that the UKMC wished the draft proposal to be worked up further for consideration. See also action 10.3 below	Action NC
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