

**UK Members Council Meeting  
Friday 18 September 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) - Coaching 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)  
Mark Draisey - (MD) - UK Athletics Chief Financial Officer  
Helen Wyeth – Minutes

Apologies Steve Perks (SP) - Welsh Athletics Chair  
Hannah England (HE) – Chair of the Athletes Commission  
Joanna Coates (JC) – UK Athletics Chief Executive Officer

**1. Welcome and Apologies - Jason Gardener (JG)**

Apologies were accepted from Steve Perks, Hannah England and Joanna Coates.

**2. Minutes of the UKMC Meeting held on 19 June 2020 and matters arising**

The minutes of the meeting on 19 June 2020 were approved subject to checking the insertion of late comments from TM.

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

**2.1.**Action 6.1. Performance guidelines / covid to be circulated to agents. NC to ensure this action is completed. **ACTION: NC**

**2.2.**Action 6.2.3. Vacancy for non-track and field club representative. It was confirmed that following a review of the articles of association the position would remain as is. An advert will be placed for the position with a closing date of 9 October 2020 with an election prior to the AGM in December. **ACTION:MD**

**2.3.**Action 9. Circulation of CEO presentation. It was confirmed that a copy of JCs presentation at the 19 June meeting, adapted for onward circulation had not been received. **ACTION: NC to follow up/request JC to circulate.**

**2.4.**Additional action – from 18 June meeting, point 6.2.4. NC to bring forward options for a revised shareholders meeting. To be addressed in agenda item 5 today.

**2.5.** Ongoing item – from 13 December and 14 February point 6.7. JS raised three individual items and needs to feed into DF. **Action – EN to ensure that DF has these. Update – this was followed up by JS directly with DF.**

**3. President's update - Jason Gardener (JG)**

It was duly noted that the circulation of papers two days prior to the meeting was unsatisfactory. It was confirmed that this had been due to the UKA Board meeting being only two days prior from which updates had been taken.

It was confirmed that all five HCAFs had signed the framework agreement and that this was a positive step forward.

Questions received in advance of the meeting from UKMC members were acknowledged.

**4. Vice Presidents update - Stef Reid (SR)**

The success of the British Championships in Manchester was noted as a great team effort in very difficult circumstances. This included ideas received from athletes in relation to the atmosphere and presentation of the event.

The lack of communication and information available to athletes in relation to competition, training camps and qualification was noted. It was confirmed that due to current circumstances the ability to plan with any degree of certainty was being seriously compromised.

Slide: Tokyo - Planning and Contingencies was brought forward from agenda item 5 and it was agreed this would be circulated to the UKMC - **ACTION MD**

It was noted that should athletes wish to make individual decisions on their preparation outside of the WCPP they should be made aware of the potential insurance complications/invalidity should they travel to Red Zone areas. **ACTION:MD**

RG and JA joined the call at this point.

**5. UKA update and Financial Report on activities**

5.1 A slide presentation *UKA Update – September 2020* was shared with the UKMC. It was confirmed that:

The strategy for athletics in the UK was at an advanced stage, including broad agreement from the 5 NGB's. HCAF nominations to the Board had been agreed (assuming the Articles are changed). That UK Sport and other Sports Councils were satisfied with progress to date. Subject to the above, it was confirmed that a review of the UKA Boards skills matrix, background, diversity, gender, BAME, disability will be required.

It was confirmed that a 15% reduction in fee for Non-Executive Directors including the Chair and President has been agreed.

NC left the call.

5.2 It was confirmed that UKA Board, mindful of the change plan implementation timeframe and the Tokyo Olympics/Paralympics would be submitting a request to UK Sport for an extension to the appointment of the Interim Chair (9 month extension). It was confirmed that if accepted by UK Sport, a full appointment process for the Chair position would run post Tokyo 2021 with a time bound agreement that the successful applicant would be in place by October 2021. Should UK Sport not agree to the extension, it was confirmed that the appointment process would commence in October 2020.

It was confirmed that the UK Sport meeting to receive this request was on 1 October 2020 and that the request was not for a change in the change plan as agreed, but a request in the

timing of this appointment.

The logic of the extension was noted by the UKMC alongside nervousness in making changes to the change plan. It was acknowledged that a vote on this matter was not required by UKMC as this was a UKA Board matter for agreement with UK Sport.

NC rejoined the call.

5.3 Anne Wafula-Strike was confirmed as the new UKA Board representative on the England Athletics Board.

5.4 It was confirmed that recruitment for independent members of the Standards, Ethics and Rules Committee are underway along with the early priorities/work programme.

5.5 It was confirmed that the 5 CEOs were happy with the progress to date of the independent safeguarding review but that there is still lots to do. A discussion was held around cyber bullying and who is the appropriate organisation for reporting complaints too.

5.6 It was confirmed that following a rigorous appointment process managed by HR, the CEO was delighted with the appointment of the Performance Director and Head Coach. It was confirmed that all appointment processes are managed under a HR/confidential framework. Further information was requested on the Head Coaches' vision for the future as cited in the press release. **ACTION: NC**

A series of points were raised regarding the appointment process of the Head Coach. This was in particular reference to the qualifications stated as required in the application pack. It was felt that other potential applicants who did not hold the qualifications as specified may have been dissuaded from applying when perhaps they may have also been appropriate candidates.

In the absence of the CEO, the Chair (NC) was not able to fully answer the questions raised as he had not been part of the appointment process. Note: The CEO had previously given her apologies as she was unable to attend.

Whilst it was acknowledged that appointment processes must remain confidential, the UKMC felt it appropriate to reiterate their role as 'check and challenge' and to remind the UKA Board that the lack of due diligence in connection with the previous CEO appointment had also led to the resignation of the former Chair.

5.6 The financial position at the end of July 2020 was confirmed along with the aspiration to still maintain a break even position at year end.

5.7 Options for Change presentation:

It was confirmed that following consultation with UKMC members there was a clear view that change must happen, the main differences related to extent and pace as outlined in slides one to three.

A series of points were made regarding the role of the UKMC and the function of the UKA Board, its possible future structure including HCAF's, co-opted members, independent directors and observers.

It was agreed that addressing the proposals for change around the UKA Board was in fact the first objective. It was agreed that the views expressed should be developed further and a paper brought back to the UKMC for further consideration. **ACTION NC**

It was agreed that an exceptional Teams call for the UKMC would be set up to consider this paper week commencing 12 October – to be confirmed. **ACTION: JG/Ellen**

## **6. Home Country updates**

### Northern Ireland

The ongoing difficult situation regarding Covid19, the difficulty in competition delivery/cross country planning and the strain on the financial resources were noted. This was echoed by all the HCAFs.

## **7. Volunteer updates**

### Officials

It was acknowledged that many officials will not be able to travel and officiate until 2021 (due to the impact of covid). The UKMC wished to thank all officials who have been able to officiate in 2020 and also to those who attended and enabled the British Championships to take place.

### England Clubs

It was noted that whilst some clubs are starting to resume training there are many complications, especially around risk assessment and in some cases cost and economic sustainability of venue hire and the time required for smaller groups. It was noted that there could be a dip in athlete numbers in future years and impact on the elite athlete pipeline as a result.

### Road Running

It was confirmed race licensing numbers have dipped significantly due to covid19/race requirements. Licensed events on August 25 compared to 302 twelve months ago. Licensed events on September 44 compared to 425 twelve months ago.

### Coaching

The difficulty in finding suitable training venues was noted. UKMC put on record their thanks and congratulations to coaches Marina Armstrong and Scott Simpson in recognition of their coaching support of Jessie Knight (300mH British record) and Harry Coppell (Pole Vault British record).

## **8 Any Other Business**

It was confirmed that the UKA Board were looking in detail at many matters including the complex issues of events, future Diamond leagues and their delivery, staffing, performance, lottery funding and commercial.

It was acknowledged that the pool of officials, often aged, could reduce due the travel and other Covid limitations in the future. It was confirmed that official's recruitment and development is led at HCAF level and that innovation in online certification, event deployment, recruitment, diversification, mentoring and health and safety are all being considered and reviewed.

### **Date of next meeting**

**Friday 23 October**

## **Summary of Actions**

Point	ACTION	Responsible
2.1	Guidelines for athletes and support staff regarding travel to completion and training camps are being drafted. It was requested that these guidelines are also circulated to commercial agents too. To be chased up from previous meeting	SP/NC
2.2	The UKMC vacancy for non-track and field club representative to be advertised.	PA/MD
2.3	UKMC to receive a copy of JC presentation adapted for onward circulation - follow up from non-circulation from previous meeting	JC/NC
4	Tokyo Planning and Contingencies slide/ presentation to be circulated to those who had not received it	MD
4	Athletes to be made aware of potential insurance travel invalidity for Red Zone areas	MD/SP
5.6	Further information on the vision of the Head Coach as referenced in the press release to be circulated	NC
5.7	Options for Change – NC to prepare a further paper for consideration based on the UKMC discussion	NC
5.8	Additional UKMC teams call to be arranged to consider the above paper	JG/EN