

UK Members
Friday 16 December 2022
Via Teams

Present: Jason Gardener – President

Stefanie Reid – Vice President

Steve Perks – Welsh Athletics Chair

Ronald Morrison – Scottish Athletics President

Gary Shaughnessy – England Athletics Chair

Paul Lawther – Athletics Northern Ireland Vice-Chair

Grace Hall – Track & Field Club Representative (non-voting)

Arwel Williams – Officials Representative

Andrew Heyes – Chair of the Athletes Commission

Maria Lyle – Athletes Commission Para Representative

Roland Gibbard – Road Running Representative (non-voting)

In Attendance (non-voting) Ian Beattie – UKA Chair

Jack Buckner – UKA Chief Executive Officer

Mark Munro – Chief Operating Officer

Mark Draisey – UKA Chief Financial Officer and Company Secretary

Tracey Carey – UKA Head of Finance

Tom Solesbury – UKA Legal Counsel

Sarah Hopkins – Executive PA (Temporary) (Notetaker)

Welcome and Apologies

The President welcomed those attending the meeting.

1. Minutes of Previous Meeting and Actions

Members Meeting 24 June 2022

The minutes of the meeting and been previously circulated for comment.

Matters arising – none raised.

The minutes of the meeting on 24 June 2022 were duly approved.

Summary of actions from the 24 June 2022 meeting:

- 1 Action can be closed, MM stated all information provided to WA, awaiting update.
- 3 Papers for meetings are sent out 1 week in advance and for the AGM 2 weeks in advance.
- 5.2 Theoretically it is possible for a suspended coach to continue practicing, but if they continue to do so it can impact any disciplinary action.
- 5.3 There are ongoing discussions with the BBC.
- 5.5 The slides were shared.
- 5.7 Nothing received, code of conduct has been approved by Board, on agenda for current meeting.
- 5.8 The accounts have been sent out.
- 7 MM thinks this has been resolved but will pick up with John Temperton next time reviewed. GH would like the index adding back in to make searching easier. **Action: MM.**

2. President's Update

The sport is going through challenges, one encouraging thing is seeing the athletes still performing well. Hoping new leadership will take forward, seeing new vigour in senior leadership having attended the recent strategy day.

3. Vice President's Update

Echoed the President's comments. Honour all attending the meeting for taking on new challenges, safeguarding probably the hardest, well done to all.

4. CEO Update

MM shared a review summary of 2022 calendar year. Echoed the President and Vice President's comment, thanking the members.

Governance; Athletics Unified came off the back of Dame Sue Street Review, that work is now complete. Grateful to all those involved with the article changes needed by January 2022.

UKA Board changes this year, Wendy Sly and Marilyn Okoro joined board, Peter Crawshaw and Anne Strike finished their terms, 4 HCAFs Chairs now on Board.

Financial audit completed, wider BDO governance audit work and subsequent actions almost completed.

Continued work on being clearer on roles and responsibilities between UKA and HCAFs. CEOs agreed Athletics Unified needs to be refreshed, MM to refresh and distribute to CEOs in Jan/Feb 2023. Some confusion around UKA/EA in event licensing, officials and coach education. All level 1 event licencing will sit with HCAFs. UKA will licence level 2. Level 1-3 officials' education in progress of transitioning to HCAFs

Non-performance coach education: HCAF CEOs agreed in principle to move to EA from April. However, there remains a considerable amount of work to do in this area before that is confirmed.

UKA will prioritise international official education and development.

Performance:

New UKA performance plan in place and has been approved by UK Sport.

New Leadership Team, Stephen Maguire joined as Technical Director, Tom Paulson also joined to head up the Para programme. Will be further changes as Stephen settles in.

3 x major champs in 2022: World Champs, CWG and European Champs.

No major para champs which is frustrating, limited international opportunities, did have some opportunity in CWG.

Achieved UKA's top range of medal targets for World and European Champs, number of athletes did very well (7 was World Championships target and 20 was European Championships target).

Successful off track, Euro Cross Country and World Trail/Mountain.

NPI Coaches have been employed by UKA, but in future WCP plan will be to invest in personal coaches rather than UKA employed coaches.

£2.3m investment into new Performance Innovation Centre at Alexander Stadium, funding from UK Sport, English Institute of Sport and Birmingham City Council.

Events – UK and International:

2 x Indoor and Outdoor Champs, will continue to review they are fit for purpose.

Successful Cross Challenge series and Mountain/Trail series.

Discussion on future UK Champs – cross country and road – cross discipline consistency.

Held Diamond League in Birmingham, test event for CWG, was successful but did not meet ticket income targets.

World Indoor Tour was a successful event, good viewing figures on BBC platforms, discussion around cost verses income. Have WIT final in February 2023 but will review future editions due to costs associated with event.

Announced new partnership with Two Circles, JB to update later in meeting.

Successful in bid for European Championships 2026. Credit to Cherry Alexander and her team for their hard work.

Planning underway for World Athletics Indoor Champs 2024.

Successful CWG, events team and officials deserve immense credit for supporting the LOC behind the scenes

London Diamond League back in London 2023, new ticket strategy in place, ticket sales doing well to date, on track to meet target.

Other core areas:

Improving partner relationships – Nike/UKS/European Athletics/WA/WPA.

Thanks to Rules Group and TAG for 2022 Rules Review.

Safeguarding: continue to streamline and evolve, time scales have reduced also trying to bring costs down.

Transgender: established a project team, World Athletics to change their rules, not announcing until March 2023, UKA will wait to see WA rules before making any decisions.

EDI: Donna Fraser went to CWG and has now left UKA, important area and will ensure we prioritise.

Sector pressure around sustainability and social impact which adding extra burden to existing workloads.

Recently set up an International Influencer Management group. Will likely be split off into Olympic and Paralympic groups going forward. First meeting last week.

A commercial deal to be announced in January. Come close to a couple of new commercial deals in last couple of months but due to economic issues at present they were pulled by the organisations.

Risks and challenges 2023 onwards:

Fragility of UKA income model, need to adapt. Three core components: Events, Commercial and UKS WCP. Commercial money decreased, and BBC money has gone. Poses significant risk for the organisation.

Rising costs, eg insurance etc.

[REDACTED]

Transgender – philosophical v legal issues.

Safeguarding costs.

Coach transition.

Following MM's presentation, the Members had some questions and discussion points:

Regarding the coaching changes SR asked how coaches will fund themselves. MM replied that there will be an increased investment in WCP for personal coaches, [REDACTED]

[REDACTED] SR also stated that there is a big difference between prize money for Olympian and Paralympians, she could not have afforded to employ a coach. MM stated that coaching on the para side is being looked into.

ML feels that the list of events looks positive but having spoken to other athletes on the para programme, they feel there are not as many events and the split will not be even. They don't feel like they have equal opportunities. MM stated that there is a need to work together to solve this, and will speak to Tom Paulson **ACTION: MM.**

JB stated that since he joined in July, he has been developing the work MM and IB started. Finances are tough, mostly focused on these. Working closely with the HCAFs going forward. 26.5K tickets sold for diamond league so far. Performance programme could be the most exciting for a few years. Planning to get closer to the athletes and agents. Some of work being done in sport over last 18 months has been excellent, have some very strong relationships in the sport. Focus in new year is the budget and will take to Audit Committee and Board.

IB stated that the Board signed the budget off with an assumption there will be some commercial income, unfortunately the two opportunities did not come to fruition, but were very close. Forecast

wise, an agreement will be announced in January [REDACTED]
[REDACTED]

4b. UKA Members Code of conduct and conflict of interest

These have been updated for Board and Members, no major changes, code of conduct will be sent out in new year to be signed and returned asap. ML has already signed an updated version **ACTION: SH.**

5. Home Countries Updates

England Athletics:

Echo points already made. There have been some short falls in learnings from CWG, which was an incredible catalyst for engagement in UK, it showcased Birmingham well. Seen at broader level the affiliation for clubs and athletes are improving, road running numbers are on the increase, track and field have plateaued. Safeguarding: some challenges and opportunities, working to SLAs. Seeing effects of cost of living regarding venue and track hire and distance to travel to events. Launched Personal Best Foundation charity affiliated through EA aiming to bring opportunities to give access to the sport. Just finished Volunteer Awards, dependant on volunteers but have some brilliant ones.

Athletics Northern Ireland:

Have had a restructure of organisation bringing in a new CEO, had own financial difficulties, things improving, AGM on Monday, positive. Small organisation and things generally improving, same problems as everyone else.

Scottish Athletics:

Recently (last two years) set up a new charity called Athletes Trust Scotland, separate from SA, working closely with it. A number of objectives: transforming lives through athletics and running, money raised to go back into communities. Already having some success. Going through government reviews working with Colin Hutchinson. One issue that have found is that some age groups are not successful in particular U13, to do with birth rates in area. Track carefully who enters champs and were they come from, track and field now a little, road running up but enter but don't race. One thing that is successful is cross county, which is back to pre-covid levels.

Welsh Athletics:

Most points from HCAFs scenario mirrored. Looking at leisure centres closing for part of the day, costs increasing for clubs, big question is how we look at competition and restructure, number of officials available. WA seeing same issues as everyone else.

6. Volunteer Updates

Believe the changes mentioned to track licensing, level 1, will lead to challenges for clubs on cross border leagues. Will get harder to get officials. Can the people that licence look at the whole picture? Struggling with level 2, a number of matches that clubs and league competition providers want to put on at level 2 as participants want to be put forward to selection.

UKA / HCAFs asked to ensure Trackmark details are fully up to date, there are instances where a track cannot be used.

Had complaints regarding the UKA and British Athletics websites, is there an update on when that will become one? COO and CEO are both on website and there is no link to an explanation of what the roles are, feel there should be an explanation that people can see who does what. No Board minutes on website since December 2021.

IB stated that the cost of rebranding the website is likely to cost close to £75k to £100k and UKA do not have the money at present but accept it needs doing. IB also apologised regarding the minutes, this is currently being looked at as to how we report from board meetings as they are confidential. It was also noted regarding the updating of roles, and this will be updated **ACTION: IB.**

MM commented on Trackmark, explaining that Ed Hunt who leads on this is employed by EA. UKA have one day a week of his time. The directory is being updated as quickly as possible, push to get level 1 and 2 done asap. Regarding competition licensing, MM will take back to Nicola Skedgel to be sensitive to cross border events **ACTION: MM.**

It was noted that there are clubs running level 2 meetings at level 1. MM stated that it will be much stricter from April.

AW raised the issue of staffing. [REDACTED] had moved to Events and was not replaced, what is the future on this? MM stated that this will be considered once the transition of lower-level courses is complete.

AW also raised the issue of multiple events on the same weekend having an effect on the number of officials available. MM to communicate with the competitions group so they are aware **ACTION MM.**

The issue of [REDACTED] lack of visa was discussed. The members were informed that it was out of UKA's control, all visas were processed, some were delayed, the Sports Minister had helped but was unsuccessful. The UK were not the only country with problems, other countries had athletes that could not take part. It was the process that was at fault.

Athletes Commission Reps:

ML feels there needs to be fairer split of events between Olympic and Paralympic, it would be a good start to have a meeting with Tom Paulson.

AH congratulated ML on her selection, she will be an asset.

Update: AC observed on selection policy, attend 95% meetings this year. Change of ToR approved by board. AC now a standing item on UKA Board agenda.

7. Any Other Business

The President wished MD all the best for the future, wish UKA board the best for the challenges ahead and wished everyone a Merry Christmas.

RG asked if any teams are to go to Australia for cross country next year, which race will be used for selection. MM responded that there would be but does not know (personally) what will be used for trials.

RL asked what the current position is for CAU. AW replied that he has been appointed Chair for the next 3 years, the next meeting will be held at Loughborough at the beginning of March.

The selection policy for World Cross has been available for a few weeks, different policy for age groups, the February champs are not in the normal place on the calendar.