

**England Athletics Limited
Board Meeting held on Wednesday 18th July 2018 from 0900 at Crowne Plaza, Leeds**

Meeting Outcomes

Present:	Myra Nimmo (MN) - Chair Tim Soutar (TS) Mike Neighbour (MNe) Leshia Hawkins (LH)	Peter Crawshaw (PC) Neil Costello (NC) Mick Shortland (MS)	Karen Neale (KN) Sally Hughes (SH) Chris Jones (CJ)
Attendees:	Lynette Smith (LS) - Secretary		

1. Apologies

There were apologies for absence from Steve Grainger (SG).

2. Declarations of interest

Resolution: There were NO declarations of interest in relation to the business of the meeting.

3. Minutes of the previous meeting

Board members queried some of the minutes and requested amendments.

Resolution: The minutes of meeting held on 9th May 2018 were APPROVED subject to the following amendments: -

- **Page 1 – 5 – Chairs Report - LH** has been provided with an overview of the recruitment process as Equality and Diversity lead to be assured that EA is being inclusive in the approach to this work however, she will not be actively involved in the recruitment process.
- **Page 2 – 6 – CEO Report – TS** – The Commonwealth Games review was discussed.

Martin Rush will be invited to attend the September Board meeting to discuss the Commonwealth Games review.

Action: LS to update minutes with the requested changes for Chair’s sign off (August 2018).

4. Actions/Matters arising

Actions and Matter arising have been carried forward for review at the next Board Meeting to be held on Wednesday 15th August 2018.

5. Approval of the draft Annual Report and Financial Statements

The final audit meeting with Haysmacintyre is to be held on the 21st August and approval by the Board may be sought following this meeting by email/teleconference or alternatively at the Board Meeting which will be held on 19th September 2018 which is slightly later than usual for this.

6. HR Review

KN advised the Board that a decision had been made for the HR Review to be restricted initially to a job evaluation and grading review. It has also been recognised that robust processes relating to the PDR process and related additional training for managers will need to be put in place.

7. Commercial Strategy

The report was taken as read.

KN recommended that any future commercial partnership should have both a financial check to ensure they are financially sound and a reputational check (which would include a nutritional check) on the company before any partnership is put to the Board for approval.

8. England Council Task and Finish Group

SG was unable to attend the meeting in person and a brief headline update was given to the Board regarding the status of this groups work. It was noted that there was still a substantial amount of work to be completed; for example, communication to the Regional Councils and amendments to the Articles of Association subject to any decisions made by the EA Board.

Action: SG will provide a further update regarding the work of this group at the August Board Meeting which will focus on this item.

9. Open Discussion regarding UKA

An open discussion was held regarding the importance of this specific relationship

10. Home Countries Working Group

The Board recommended that a Home Countries Working Group to look at common issues is created which will be represented by four members of each Home Country.

11. AOB

None Raised

Next Meeting date: Wednesday 15th August 2018 at the Manchester Regional Arena

Meeting closed at 1238