

Outcomes of the England Athletics LTD Board meeting held on 20 November 2019

Present:

Members of the Board:

Adetunji Akintokun (AA)
Lorna Boothe (LB) – Observer Role
Ellie Brown (EB)
Neil Costello (NC)
Peter Crawshaw (PC)
Steve Grainger MBE (SG)
Leshia Hawkins (LH)
Janyce Holmes (JH)
Chris Jones (CJ)
David Lodwick (DL)
Myra Nimmo, Chair (MN)
Tim Soutar (TS)

England Athletics Officers:

Michael Davis, Head of Finance (MD)
Dean Hardman, Head of Business Partnerships and Major Events (DH)
Dan Isherwood, Head of Insight and Performance Management (DI)
Ben Patel-Sadler, Board and NED Secretary (BPS)

Other Representatives:

None.

1. Apologies

1.1 None.

2. Declarations of Interest

2.1 None.

3. Minutes of the meeting held on 11th September 2019

- 3.1 The Board noted that one of the pre-Board discussion sessions in 2020 would focus on the approach to disability athletics, specifically how disabled athletes are encouraged into the sport and the kind of opportunities made available to them.
- 3.2 The Committee agreed that the draft minutes were an accurate record of the meeting.

4. Actions/Matters Arising

- 4.1 The Board agreed that a report should be produced for consideration at the May 2020 meeting in relation to off track vs track and field and the pros and cons of developing tiered membership offers. Consideration of this item in May 2020 would coincide with discussions around what EA will deliver as part of the new Strategy.

5. Chair's Report

- 5.1 The Board noted the contents of the report – there were no further questions/comments in relation to the information contained within.

6. CEO Report

- 6.1 The Board noted that a Line Manager's workshop would be taking place on 10th December to digest the results of the 2019 EA Staff Survey. The findings of the survey would determine the line management approach going forwards. The results of the employee consultation survey would also be discussed as part of this meeting.
- 6.2 The Board noted that EA was invested in mental health strategies – mental health champions had been appointed within the business.
- 6.3 CJ informed the Board that staff turnover remained low, although it would be important to ensure that internal talent continued to be managed effectively.
- 6.4 The Board expressed a view that the staff survey should be submitted for consideration as a standalone agenda item in the future.
- 6.5 The Board noted that the advert seeking to recruit the Commonwealth Games Team Leader would be going live shortly.

7. North West Regional Council Update

- 7.1 The Board noted that the correct processes and procedures had been followed by EA throughout.

8. Board Member Appointment Ratification

- 8.1 TS informed the Board that it would be useful to produce a guidance note which would be available to the Chair as part of future AGMs.

9. EA Board and Committee Meeting Dates 2020

- 9.1 The Board noted the proposed Board and Committee meeting dates for 2020. Some of the proposed Board dates would result in some Directors being unable to attend certain meetings.

10. Strategic Risk Management Policy Review

10.1 The Board noted that the Audit and Assurance Committee had considered the Strategic Risk Management Policy as part of the meeting held on 5th November 2019.

10.2 The Board noted that EA, as an NGB, was a risk averse company.

11. Charitable Foundation Update

11.1 The Board noted that establishing a charity has been recommended internally and externally (by independent commercial consultants). Further work undertaken by the executive had indicated that establishing a charity should be looked at in greater detail.

11.2 The associated benefits of establishing a charity included the opportunity to sustain and grow the opportunity to re-invest in the sport (particularly around tackling the issue of track and field participation and ensuring that participation is grown in disability athletics for example).

11.3 MD informed the Board that any potential charitable foundation would be aligned to the EA Risk Management Policy.

11.4 The Board agreed that any potential future charitable foundation and the work which it undertook, should be aligned to the Sport England and EA priorities.

11.5 The Board noted that a further paper would be brought to the January 2020 meeting which would provide further details and seek approval for proceeding with the charitable foundation incorporation.

12. Board Meeting Costs Comparison

12.1 The Board agreed that future Board and Committee meetings should be held in London.

13. Year 3 6 Month Athlete Performance Update (April 2019-October 2019)

13.1 DI informed the Board that this report represented the latest picture on the athlete performance metrics.

13.2 The Board noted that some performance issues had been identified at under-20 level.

13.3 The Board noted that a more detailed analysis of each event was underway across all age groups (this would be the deepest analysis ever carried out in relation to this data).

13.4 The Board expressed a view that the drop-out associated with the sport in general was having an impact on the performance thresholds. The Board agreed that further discussions should take place in attempt to arrest the drop-out rates across the sport. DI informed the Board that further interrogation of the data would lead to a

deeper understanding of athlete drop-out and what might be done to reverse this trend.

- 13.5 The Board agreed that several factors were prevalent and therefore could go some way to explaining some of the reasons behind athlete drop-out. Any future competition structure should seek to motivate competitors and their coach(es).
- 13.6 The Board requested that tables of data should include figures next to percentages.
- 13.7 The Board welcomed the quality of this data and acknowledged the associated patterns which it had identified. DI informed the Board that discussions were ongoing with UKA to ensure that quality data could continue to be provided

14. Financial Report

The Board noted the Financial Report

15. Committee Updates

The Board noted the contents of the submitted report:

Strategy TFG 11.09.19 (draft minutes)

AAC: 01.10.19 (minutes)

REMCOM: 17.10.19 (draft minutes)

AAC: 05.11.19 (draft minutes)

16. Facilities Update

The Board noted the contents of the report.

17. AOB/Date of Next Meeting

- 17.1 The next meeting date was tbc but would take place in late January 2020.