




ENGLAND ATHLETICS
 englandathletics.org


ENGLAND ATHLETICS
PRIDE, INTEGRITY, INCLUSIVITY


ENGLAND A
 www.englenda

England Athletics Board Webinar 15th Sept

Purpose of webinar



- **To engage with our members ahead of the 2020 AGM being held behind closed doors during October due to COVID-19 impacts**
- **To provide our members with an update on activities and financials in the last 12 months from the EA Board of Directors**
- **To update you on current priorities for the EA Board against a backdrop of continued COVID-19 impacts**
- **To update you on our partnership with UKA and the other Home Countries**
- **To take Qs from our members and to look ahead to the future**



Introductions - Board Panel

AGM 2020



- **10th October**
- **Notification issued to members within 21 days of meeting**
- **Proxy process outlined relating to**
 - *Approval of audited accounts*
 - *Approval of auditors*
 - *Elected Director Elections*
 - *Confirmation of Independent Director extensions to 2021 AGM*
- **Members encouraged to vote by proxy using outlined process**
- **No provision for members to attend in person due to COVID-19 impacts as communicated to members on 4/9/20**
- **Chair, SID, CEO will be the only Directors to attend in person and to carry proxies on behalf of members**
- **Company lawyer to be present to oversee process**

AGM 2020

3 x Director Appointments



- **1 elected member director position available with Neil Costello having served his full term of office**
- **3 candidates standing for election**

Lorna Boothe – Sutton & District AC

Jon Clarke – West Cheshire AC

Abdul Buhari – Newham & Essex Beagles AC

- **2 independent director extensions until 2021**

Myra Nimmo – Chair

Leshia Hawkins

- **Both individuals have served their first of potentially 2x4 year terms of office (8 years in total)**
- **Board decision to extend for 1 year due to COVID-19 as communicated to the sport in July 2020**
- **Both positions to be advertised openly in Spring 2021**
- **If successful both individuals will serve for a further 3 years only**

Board Priorities

- **Check and challenge the executive to execute the established EA strategic plan during the 4th and final year of its current delivery cycle 17-21**
- **Finalising the future EA strategy for the period 2021 and beyond**
- **Forging a clear and more productive working relationship with our partners UKA and the other home country athletics federations**
- **Support and guide the executive staff through a six month period of unprecedented change due to COVID-19 impacts**
- **Preserve the long term financial integrity of the company into 2021 and beyond**

The Sport in England – March 31st 20



- **187k club registered athletes and runners**
- **1,800 member clubs and bodies**
- **30,000 licensed coaches, assistants and leaders**
- **5,400 licensed officials**
- **128k participants in the www.runtogether.co.uk programme**
- **c7m people run at least twice a month**
- **4,000 licensed road races per annum**

Board Dashboard - End of Year 3 Performance (March 2020)

SP	Dash. Ref.	Metric	Year 3 (2019/20)		
			Target	Actual (March)	Rating
1	1.1	6% p.a. increase in number of licensed coaches & leaders	28,750	30,000	Green
	1.2	6% p.a. increase in number of licensed coaches	14,250	14,000	Yellow
	1.3	6% p.a. increase in number of licensed leaders	18,500	19,500	Green
	1.4	6% p.a. increase in number of licensed officials	5,750	5,400	Red
2	2.1	Grow the number of club registered athletes to 172,000.	186,000	187,000	Green
	2.2a	Registered athlete diversity- Women	47%	47%	Green
	2.2b	Registered athlete diversity- U17	30%	21%	Red
	2.2c	Registered athlete diversity- Disability	5%	5%	Green
	2.3	Grow the number engaged in RunTogether by 135,000	112,000	128,000	Green
	2.4	Increase athlete performance levels by 1% p.a	1% increase	8%	Green
3	3.1	Influence 650,000 people to become regular athletes or runners	455,000	460,000	Green
	3.2	Maintain Number of licensed events and increase % licensed	3,850	3,900	Green
	3.3	Athletics and Running participation (2 x month)	Context only	6.9M	Green
SE1	SE1.1	Increase annual income from affiliation	£3.1M	£3.1M	Green
	SE1.2	Increase commercial income	£510,000	£460,000	Yellow
	SE1.3	Deliver to annual budget	+£78K	£+72K	Yellow
	SE1.4	Reduce SE as % of income	32%	28% (does not include 4k c/f)	Green
SE2	SE2.1	Satisfaction and customer effort scores 7/10	7/10	6.6/10	Red
	SE2.2	Maintain high level of staff satisfaction (all EA staff)	94%	97%	Green

Challenges/ Opportunities in 2020-



- **Track and field participation decline and drop-out (U17)**
- **Increasing and diversifying coaching levels**
- **Modernising and adapting competition for 2020 and beyond**
- **An ageing volunteer/official's workforce**
- **Athletics in schools- improving experiences from a young age**
- **Ensuring we have enough good coaches at all levels – blending face to face with virtual learning**
- **Impact of COVID-19 upon mass participation events**
- **Embracing the digital age at all levels in a new world post COVID-19**
- **Sponsorship and investment post COVID-19**
- **Commonwealth Games 2022**

EA activity expenditure in 19-20

<p>CLUB SUPPORT £2.70m Participation Club engagement Volunteering & Awards Facilities Marketing Campaigns Performance analysis Insight into the sport Research/Digital projects IT support Data Protection Welfare & Safeguarding</p>	<p>COACH AND ATHLETE DEVELOPMENT £2.10m Coaching & Athlete Development Workshops & Conferences International Representative Teams (including Commonwealth Games) Education Qualifications</p>
<p>COMPETITION & EVENTS £0.93m EA Competitions & Officials Areas Competition Support Schools Road Running Events Road Race Licensing</p>	<p>OVERHEAD & SUPPORT COSTS £0.75m Human Resources & People Development Finance Dept - accounting & payment processing EA Board & Council Administration Administration Support Legal Insurance Office Accommodation Procurement</p>
<p>COMMUNICATION & BUSINESS DEVELOPMENT £0.86m Communications Sponsorship & Fundraising Hall of Fame</p>	<p>MEMBERSHIP & AFFILIATION £0.52m Membership Support Services Insurance Registration fulfilment</p>

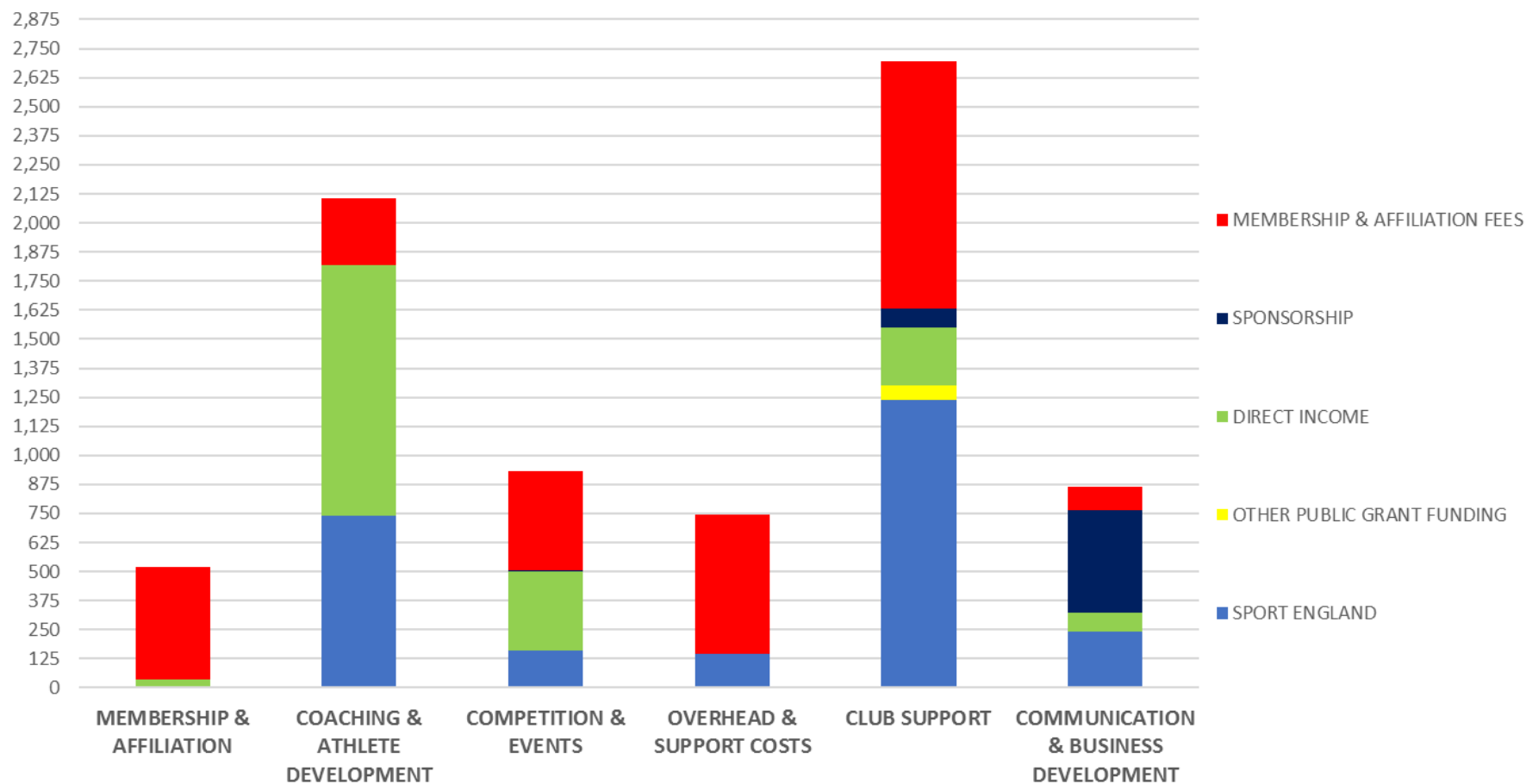
Financial headlines 19-20

- Income £7,914,105 (**£8,317,224 in 2018-19**)
- Year end surplus £72,060 (**£462,906 deficit 2018-19**)
- Reserves 19-20 year end £920,018 (**£847,958 in 2018-19**)
- Figures do not reflect COVID-19 impacts effective from April-September 2020
- Significant reduction in income streams since April 1st 2020 resulting in a revised budget and reorganisation being actioned as referenced above

EA source of income 19-20

- Membership and registration 39%
- Sport England 32%
- Other Grant Funding 1%
- Courses & Workshops 14%
- Road Race Licencing 6%
- Commercial Partnerships 6%
- Event/Competition Income 1%
- Other Income 1%

ENGLAND ATHLETICS EXPENDITURE BY FUNDING SOURCE 2019/20 £'000



EA Activity Update since COVID-19...

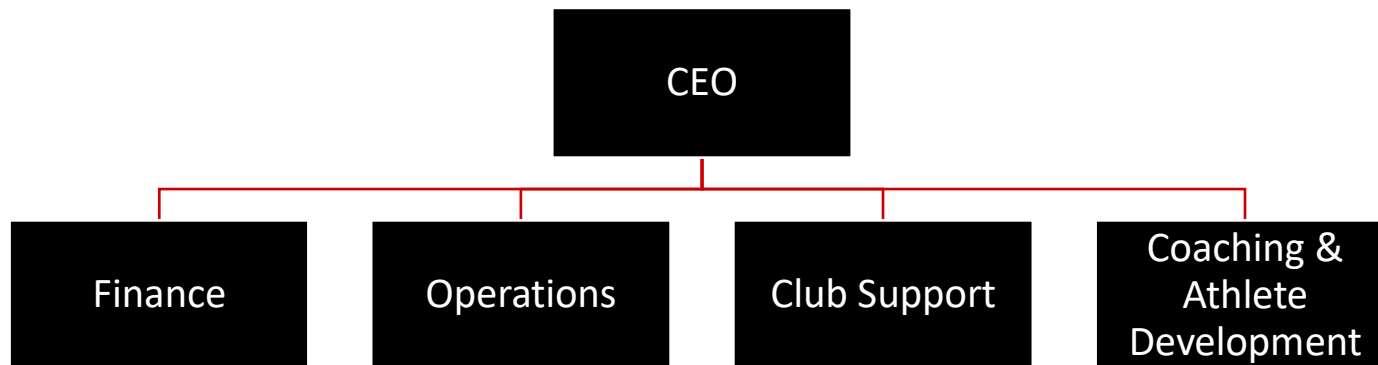


- Athletics & Running @home and “safely distanced” digital content
- Return to club training and licensed domestic competitions
- Resetting our focus for the Autumn and Winter delivery period
- Restructure of staffing from 64-45 (August 2020)
- Continually reviewing our cost base through to 2022
- Learning to live with the impacts of COVID-19 – a blended approach of digital content, networking and face to face delivery
- Refocusing on what “we” must do as an organisation and how
- Commonwealth Games 2022 preparation

ENGLAND ATHLETICS – OCTOBER 2020

TOTAL STAFF 45 (reduction from 64)

further information available www.englandathletics.org/about-us/about-us/our-work/



Our partnership with UKA



EA

Domestic Competition

Coach, Officials & Leaders Training

Clubs, Facilities & Schools

Participation

Talent to Commonwealth Games

Volunteering

Affiliation and Membership

UKA

Televised UK events

Licensing
(Coach, Comp/ Races, Officials, Trackmark)

Rules, Regulations & World Athletics Liaison

The British (UK) Athletics Team

Welfare & Safeguarding

Anti-Doping

HCAF & UKA Partnership



**BRITISH
ATHLETICS**

- **An Athletic Nation vision document**
- **Collaboration agreement (June)**
- **Framework agreement (August) – how we will work together through to 2032**
- **Roles & Responsibilities (August) – to be finalised and then reviewed every 12 months**
- **Shared service review (ongoing)**
- **UK wide strategy (September)**
- **Welfare & Safeguarding review (July)**
- **HCAF observers at UKA Board (July)**
- **HCAF nominated directors at UKA Board (December subject to UKA article changes)**
- **UKA Director on EA Board (To be confirmed)**
- **Coaching strategy development at all levels (ongoing)**



Elected Director Update Tim Soutar



National Council update
David Lodwick



Board Q & A

- What are the plans for scheduling in Championship races/events in 2021?
- What does EA hope to gain from having the 2022 Commonwealth Games in England?
- We have lost 50% of our membership during lockdown. How should we set about building up our numbers again?
- When is it likely that the various coach training courses will re-commence?
- What EA services are being reduced or lost as a result of the reduction in staff from 64 to 45?
- Will EA be introducing an U13 mini-league type competition in the near future ?
- Mention previously was made of a hole in the accounts. What is the position regarding this and what actions can be taken to rectify this?
- Why has there been no direct support (specifically delaying or reducing affiliation fees) for smaller, grass roots clubs during Covid? My club has absorbed the cost of membership this year to reflect the situation and a reduced club offer?
- How has the pandemic affected the CSM's ? and what is anticipated future of the structure for club support from EA?