

**ENGLAND ATHLETICS ENGLAND COUNCIL MEETING  
OUTCOMES  
20<sup>th</sup> April 2022**

11:00am – 2.55pm Via Microsoft Teams

**Present:**

**Members of the England Council (EC):**

Julian Starkey (Southeast), EC Chair (JS)  
Matthew Dalton (East) (MD)  
Adrian Day (London) (AD)  
Moira Gallagher (Yorks & Humberside) (MG)  
Janice Kaufman (Northeast) (JK)  
Stuart Paul (West Midlands) (SP)  
Jane Pidgeon (East Midlands) (JP)  
Richard Lewellyn-Eaton (Southwest) (RLE)

**England Athletics Officers:**

Chris Jones, CEO (CJ)  
Dan Isherwood, Head of Operations (DI)  
Mel Bickell, EC Secretary (MB)  
Tracey Francis, Participation Programme Manager (item 7 only) (TF)  
Liz Purbrick, Inclusion Manager (item 11 only) (LP)  
Andy Anstey, Business Partnership Executive (item 15 only) (AA)  
Richard Ayling, Club Support Manager (Item 16 only) (RA)  
Nichola Skedgel, Competition, Innovations & Partnership Manager (item 17 only) (NS)

**Other Representatives:**

None

**1. Apologies**

Gary Shaughnessy (EA Board Chair) (GS)  
Jon Clarke (Northwest) (JC)  
Devonte Casely-Hayford (Diversity Champion) (DCH)  
Martin Rush, Head of Coaching and Athlete Development (item 12 report) (MR)

**2. Declarations of Interest**

None

**3. Draft minutes of 24 February 2022 meeting**

**Resolved and Actions:**

- 1) EC agreed that these were an accurate reflection of the meeting.
- 2) Provide a copy to the EC Chair for signature. Action: MB

**4. Actions / matters arising**

**4.1. Affiliation fees**

EC to discuss in detail at August meeting following consultation with members

#### 4.2. Officials

**Resolved and Actions:**

MB to put handover report together for Marc Ritchie following his commencement on 23<sup>rd</sup> May

Action to be closed.

#### 4.3. U13 Competition branding with CWG

**Resolved and Actions:**

CJ to liaise with NS regarding EA branding and partnership with 2<sup>nd</sup> or 3<sup>rd</sup> party competition providers

Action to be closed

#### 4.4. Diversity Champion

**Resolved and Actions:**

RC to consider forums and Q&A sessions to engage young people

Action to be closed

#### 4.5. Equality, Diversity & Inclusion

**Resolved and Actions:**

MB to collate a report on EC discussions and handover to LP replacement early May

Action to be closed

#### 4.6. Equality, Diversity & Inclusion - Young Person Observer Role

EC agreed that RC should encourage young people to get involved by exploring additional forms of engagement

**Resolved and Actions:**

Action to be closed

#### 4.7. UKA Rules and Northern Athletics

**Resolved and Actions:**

Topics for discussion at October Board/EC (Whole Council Conference) meeting to include:

- is regional council structure working – possibly to include county associations
- Competition provision for young people, consider inviting competition providers as part of the discussion
- Key competition providers track and field providers for discussion at the whole council conference

Action to be closed

#### 4.8. Training structure and availability

All courses including those that are full are now online.

**Resolved and Actions:**

Action to be closed

**5. EC Chair report**

EC accepted and noted the report from JS that accompanied the agenda

**Resolved and Actions:**

None

**6. CEO report**

EC accepted and noted the report from CJ and the Dashboard from DI that accompanied the agenda

**Resolved and Actions:**

Dashboard action to be closed

**7. CWG Legacy and Funetics**

EC accepted and noted the paper provided by TF that accompanied the agenda

**Resolved and Actions:**

None

12:51pm CJ, JK and RLE left the meeting

**8. EC Skills matrix review**

**Resolved and Actions:**

- 1) EC agreed the current updated skills matrix content
- 2) MB to liaise with RC Chairs to address skills gaps locally and present revised matrix at August EC meeting

**9. Regional Councils Strategies**

EC agreed that under the framework of the EA Strategic Plan, it would be useful for RCs to have a delivery plan focusing on the 5-key priority areas covering the next 12-months.

**Resolved and Actions:**

- 1) DI to forward Stakeholders' matrix to EC for comment on the content linking back to the strategic plan
- 2) Council Conference October to look at discussing RC delivery plan – Action JS
- 3) ED to arrange for elected NED and EC board members to have a forum with the CSMs and regional club leads – 'what you do, what are your priorities and what can be achieved'

**10. UKA Rules and Northern Athletics**

Refer to item 4.7 Action closed

**11. Equality, Diversity and Inclusion**

The newly appointed EDI manager will lead the diversity action plan and work with EC and DCH with one-to-one conversations with each Region to ascertain regional needs towards a wider development programme and looking towards the elections

**Resolved and Actions:**

None

**12. Talent Pathway**

EC accepted and noted the paper provided by MR to accompany the agenda item

EC felt that the hub was becoming too centralised and the system process and could be made simpler. The executive will be exploring a hub and spoke approach with some satellite centres to help with the centralisation depending on the success of existing hubs and budget.

**Resolved and Actions:**

None

**13. Elections 2023**

EC reviewed the proposed amendments to EC ToR, EC Chair role description, RC ToR, RC role description, EC Code of Conduct and RC Code of Conduct.

EC agreed that it would be useful to have a role description for RC Chairs

**Resolved and Actions:**

JS and MB to look at role description for RC Chairs

**14. Sustainability**

EC received and noted the paper provided by AA to accompany the agenda item

EA have resources available to support sustainability

**Resolved and Actions:**

None

14:03 JK re-joined the meeting

**15. Volunteer Awards**

RA delivered a Power Point presentation to EC detailing the arrangements and changes for 2022.

the awards are moving in the right direction and the young /

new person to volunteering category wording needs to be sensitively considered

**Resolved and Actions:**

MB to circulate Presentation to EC

**16. Competition update**

EC received and noted the paper provided by NS to accompany the agenda item

**Resolved and Actions:**

None

**17.AOB**

**17.1. EA HQ Response to telephone enquiries**

EC Raised an issue around unanswered phones and queries in EA HQ with clubs being frustrated about accessing advice

DI accepted feedback and reaffirmed that customer service is absolutely key and changes have already been made to improve the service

**17.2. Whole Council Conference prep**

In addition to Whole Council Conference points above a discussion around U17, U20, U23 – was tabled. EC Chair wanted to ensure that any discussion at the WCC utilised the time available appropriately. To be finalised at August meeting

**17.3. August Meeting**

EC agreed to hold the meeting on the current date of 24<sup>th</sup> August via Teams rather than face to face to facilitate attendance of members.

**17.4. Future EC Meetings format**

EC requested that guest speaker agenda papers are more concise, and speakers are asked to rely on their paper as being read and concentrate on questions and feedback from EC during their time slot in order to reduce over run of EC meetings

**Resolved and Actions:**

MB, JS and DI to feedback to guest speakers/staff and take into consideration length of agenda and position of guest speakers for future agendas

**Meeting closed at 14:54pm**

**Next Meeting: 24<sup>th</sup> August via Teams**

.....Chair