

## ENGLAND ATHLETICS BOARD MEETING OUTCOMES

**Thursday 19<sup>th</sup> May 2022 10:00am to 1:30pm**

House of Sport 190 Great Dover Street, London SE1 4YB and via Microsoft Teams

### **Present:**

Gary Shaughnessy, Chair (GS)  
Lorna Boothe (LB)  
Peter Crawshaw (PC)  
Steve Grainger (SG), via Teams (from Part 2, main meeting)  
Leshia Hawkins, (LH)  
Janyce Holmes (JH)  
Chris Jones (CJ)  
Janice Kaufman (JK)  
Clive Poyner (CP), via Teams (Pre-discussion only)  
Julian Starkey (JS), via Teams  
Anne Wafula-Strike, via Teams (AWS) (joined during the Pre-discussion)

### **In attendance**

Emma Davenport, Head of Club Support and Participation (ED)  
Michael Davis, Head of Finance (MD)  
David Franks, Board Observer (DF)  
Dan Isherwood, Head of Operations (DI)  
Martin Rush, Head of Coaching and Athlete Development (MR)  
Sam O'Shea, Board and NED Secretary (SO), via Teams

Andy Anstey, Business Partnerships Executive (AA) (item 8)  
Abbie Cranage, Club Standards & Compliance Manager (AC) (Pre-Board discussion)

### **Apologies**

Adetunji Akintokun (AA)

### **Part 1: Pre-Board discussion**

#### **Safeguarding, welfare and complaints**

*AWS joined the meeting during this discussion.*

#### Processes

AC clarified the process flow chart and UKA versus EA responsibility.

AC informed the Board that clubs are encouraged to contact [welfare@englandathletics.org](mailto:welfare@englandathletics.org) for support and guidance, including the completion of any paperwork.

### Case numbers and resource

A new UKA initiative is to create an Athletics Disputes Tribunal to fast-track the cases that are clear cut. Further information will be brought to the Board for approval and this process will then be incorporated into the Disciplinary policy.

CJ agreed that the caseload continues to be a challenge for England Athletics, and likely for other sports, and asked the Board's view on approaching Sport England with regard to an industry wide solution to safeguarding, similar to UKAD. The Board was supportive.

The Board was asked to consider additional investment to increase the capacity of the safeguarding team.

### Policies

The Club Hub contains all the necessary safeguarding resources and club standards webinars are due to commence in June until the end of the year. One of the key areas for training is committee structure to ensure good governance, and clubs were encouraged to report their structure to EA.

### Club training/communication

AC added that safeguarding, club standards and the need for using licenced officials are issues that should be raised at every opportunity and Board members could also support with this.

### Support for individuals

The Board agreed that it was important to support all of those within the sport; athletes, coaches, officials and volunteers.

### **Resolved and Actions:**

- 1.) The Board was supportive of approaching Sport England regarding an industry-wide solution.**
- 2.) The Board was supportive in principle of investing in the safeguarding team to increase capacity.** The detail and budget will be brought back to the Board for decision.

*CP left the meeting.*

*SG joined the meeting.*

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**Part 2: Main meeting**

**1. Apologies**

AA

**2. Declarations of interest**

There were none.

**3. Draft minutes of March meeting**

**Resolved and Actions:**

**1.) The Board agreed the minutes were a true reflection of the meeting.**

**4. Actions/matters arising**

The Board noted the actions and their progress.

**5. CEO report**

CJ highlighted 3 main areas of focus:

- Safeguarding and recruitment.
- Leadership and accountability, UKA and EA
- Influence and stakeholder management

**6. Chair's update**

6.1 GS highlighted the work being carried out to adjust the UKA/EA accountabilities. EA would be open to taking responsibility for work that that was financially sustainable.

6.2 GS highlighted the positive work that EA is doing in preparation for the CWG to set it up for success.

6.3 With mental health issues among young people and obesity cases increasing, it's important not to underestimate the positive influence that sport has in this area. The Board agreed that they would like to have a voice in that debate and to tell the positive stories.

**7. AGM early prep – potential Articles changes**

The Governance Committee will carry out an initial review on the potential changes and bring this back to the September Board meeting.

**8. Equity partnership opportunity**

*Andy Anstey joined the meeting.*

The Board was asked their views on a new investment initiative.

**Resolved and Actions:**

- 1.) The Board did not support the equity partnership. However, the Board agreed they would not rule out innovative approaches to sponsorship in the future, but it would need to be for something material or a partnership that would help deliver a prime strategic objective.**

*AAn left the meeting.*

**9. Regional Council election documents**

**Resolved and Actions:**

- 1.) The Board supported the draft documents for Regional Council and England Council which will be formally approved at the EC meeting in August:**
- Terms of Reference, Code of Conduct, Role descriptions

**10. Policies review**

**Resolved and Actions:**

**The Board approved the following policies:**

- 1.) Anti bribery Policy and Procedures
- 2.) Zero Tolerance to Bribery Statement
- 3.) Treasury Management & Investment Policy

**11. Remuneration Committee recommendations**

**Resolved and Actions:**

**The Board approved the following policies:**

- 1.) Pay Policy
- 2.) Non Executive Director assessment form

**12. Nominations Committee recruitment update**

LH updated the Board on the excellent number and calibre of the candidates for the two NED vacancies. The shortlist is 8 and the interviews would take place on 30<sup>th</sup> May and 6<sup>th</sup> June.

**13. Finance – draft year-end financial report**

MD updated the Board on the financial position.

**14. Committees/Task and Finish Groups**

The Board noted the minutes from England Council, Audit & Assurance, Nominations, Remuneration Committee

**Resolved and Actions:**

None

**15. AOB**

Transgender athletes

CJ reminded the Board of the UKA/HCAFs Transgender workshop on 6<sup>th</sup> June. UKA was responsible for guidance in this area.

**MEETING CLOSED AT 1:05pm**

..... Chair