

ENGLAND ATHLETICS BOARD MEETING OUTCOMES

Thursday 21st July 2022

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

Present:

Gary Shaughnessy, Chair (GS)
Adetunji Akintokun (AA)
Lorna Boothe (LB)
Peter Crawshaw (PC)
Steve Grainger (SG)
Leshia Hawkins, (LH) – via Teams
Janyce Holmes (JH) – via Teams
Chris Jones (CJ)
Janice Kaufman (JK)
Clive Poyner (CP)
Julian Starkey (JS)

In attendance

Emma Davenport, Head of Club Support and Participation (ED) – via Teams
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)

Apologies

Anne Wafula-Strike (AWS)

Part 1: Pre-Board discussion

EA Strategy – 1 year on

CJ reported the key highlights and DI expanded on the priorities, successes, challenges. Overall, the sport is recovering post pandemic but that there are some worrying emerging trends, particularly in track and field participation and the number of athletes competing, particularly around the latter teenage years. There were also concerns with the number of technical officials available to work in our sport at all levels. EA is already focused on creating change in these areas, but the organisation has to work with and through others to achieve its goals.

The Board agreed that the competition calendar required a rethink in the context of track and field and that it will be necessary to work with independent competition providers to consider change to formats and structures of such competitions, particularly for our younger athletes, given the world has moved on post pandemic

and people's sporting habits have changed. The problem has worsened post-pandemic with as few as 60% of under 17s returning to the sport in 2022 compared with previous years. We are producing some exceptionally talented young track and field athletes, but the assessment is that the pool is shallow and narrow in depth and this needs to be a focus.

CJ reported that although there were c650k children involved in athletics at school through the school games programme, this experience was limited and that many do not progress into athletics clubs or participate in other sports.

CJ informed the Board that EA would be organising a national competition summit in December to discuss the situation with regards to track and field competition. EA is also reviewing the annual fixture calendar process.

The Board noted that significant resource will be required for the operational roll-out of any Transgender guidance.

The Board agreed that some areas were working very well as we emerge from the lasting effects of the pandemic such as social running, talent strategy roll out, Commonwealth Games preparation/legacy work and work in supporting clubs around standards and we should focus on the benefits and positives in addition to the challenges. Staff, Board and Council have a role to play in the communication of accurate data.

Key decisions need to be made around our investment within T&F and we should ensure that we are supporting those organisations that are prepared to evolve and change.

Further T&F information (a full season) will be available in October, and this will be shared with the Board. (T&F will also be discussed at the Joint Board and England Council session in October).

Part 2: Main meeting

- 1. Apologies**
AWS
- 2. Declarations of interest**
There were none.
- 3. Draft minutes of the May 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

5.1 CJ updated the Board on key priorities. Two EA activators were now in post to work on the CWG legacy programme in the Birmingham area.

Thankyou messages from EA and the Board will be sent out to the clubs of our Commonwealth Games athletes along with a good luck message to the athletes.

5.2 The issue of Transgender is being taken very seriously. Conversations are taking place and an updated UKA policy would be out in due course.

Once UKA's policy has been produced EA will communicate this with our members, and Councils will be fully briefed. Operationalising any new policy will require careful consideration and planning at all levels of the sport.

Resolved and Actions:

1.) Add the topic of Transgender to the England Council agenda.

6. Chair's update

UKA/EA working together:

- progress is being made with much more moving across to EA for delivery. Although positive, EA continues to consider its financial capability for each area.
- Some areas (e.g., safeguarding and technology) are moving towards being centralised.

Resolved and Actions:

1.) None

7. Disciplinary Policy – Athletics Disciplinary Tribunal

This policy came to the Board in November 2021. It has been updated to include the Athletics Disciplinary Tribunal – a fast track process which would deal with the lower level, clear cut disciplinary/conduct cases where both parties have agreed the facts.

Resolved and Actions:

1.) **The Board approved the updated Disciplinary Policy**

8. UKAD Assurance Framework

MR brought a paper to the Board regarding formal adoption of the UKA Anti-Doping rules as a further step in our compliance with (UKAD) Clean Sport Assurance Framework.

The Board commented that there could be some operational challenges for our clubs.

Resolved and Actions:

- 1.) **The Board of England Athletics hereby resolves that the anti-doping rules of UK Athletics comprised in the UKA Rules documents shall, as and from the EA Board meeting of July 21st, 2022, be the adopted anti-doping rules of England Athletics. The rules are published by UK Athletics (or its successor) and amended from time to time.**
- 2.) Send this finalised minute to MR to pass on to UKAD. Action: SO

9. Governance Committee: Article Changes

JS summarised that 8 potential changes were considered by Governance Committee as requested by the Board in May. Three changes were not considered necessary, two were to be re-considered in 2023 and three were recommended to the Board.

Resolved and Actions:

- 1.) The Board approved the recommendations of the Governance Committee as detailed in Appendix 1.
- 2.) **The Board approved the three changes, recommended by Governance Committee and agreed by Muckle LLP, within the updated draft of the Articles. These changes will be taken to the AGM in October 2022.**
 - I. To state that the Nominations Committee should be chaired by an Independent Non-Executive Director [*requirement of Code for Sports Governance*]
 - II. Reduce the support required for nominees from three to two, as part of the regional Council elections. (The nominee's member club plus support from one additional member club). [*to promote wider inclusion*]
 - III. To adjust the level of support for member elected directors by removing the mention of 15 votes so that smaller clubs are viewed in the same way as the larger clubs. [*to promote wider inclusion*]

10. Code for Sports Governance compliance

The Board was informed that EA is compliant but there were some actions that had come out of the recent review which would enhance our compliance.

Resolved and Actions:

- 1.) The Board confirmed its acceptance of the areas that England Athletics is compliant in at shown in the Code check list
- 2.) The Board noted the actions required to enhance our compliance.

11. Nominations Committee: Board Diversity Champion

Resolved and Actions:

- 1.) The Board approved the Board Diversity Champion role profile.

12. Board Terms of Reference

Resolved and Actions:

- 1.) The Board approved the updated Board Terms of Reference.

13. Committee Terms of Reference

Resolved and Actions:

- 1.) The Board approved the following updated Terms of Reference:
 - a. Audit & Assurance Committee
 - b. Nominations Committee
 - c. Remuneration Committee
 - d. Governance Committee

14. Audit and Accounts draft

The Accounts had been presented to Audit & Assurance Committee recently. The final version would be brought to the Board in September for approval.

Resolved and Actions:

- 1.) None

15. Staff survey results

- 15.1 The survey reflects the transitional phase with a number of new staff. The key themes of direction, leadership and being proud to work for EA were very positive, with the majority of staff stating, "strongly agree".

Resolved and Actions:

- 1.) None

16. UKA / EA Boards

- 16.1 With PC coming to the end of his term on EA Board and AWS stepping down from UKA Board in December, there will be vacancies on UKA Board and EA Board respectively. Conversations are ongoing between the Board Chairs.

Resolved and Actions:

- 1.) None

18. Committees/Task and Finish Groups

Resolved and Actions:

- 1.) **The Board noted the minutes from the recent committee meetings.**

Date of next meeting: Thursday 8th September 2022

MEETING CLOSED AT 1:15pm