

ENGLAND ATHLETICS BOARD MEETING OUTCOMES

Thursday 20th July 2023

London and via Teams

Present:

Gary Shaughnessy, Board Chair (GS)
Adetunji Akintokun (AA)
Lorna Boothe (LB)
Jim Buckle (JB)
Matthew Dalton (MDal)
Leshia Hawkins (LH), via Teams
Janyce Holmes (JH), via Teams
Chris Jones (CJ)
Janice Kaufman (JK)
Helen Kendall (HK), via Teams
Marilyn Okoro (MO), via Teams
Clive Poyner (CP)

In attendance

Sarah Benson, Head of Talent Development (SB), via Teams
Emma Davenport, Head of Club Support & Participation, via Teams
Michael Davis, Head of Finance (MD)
Harry Lane, Board Observer (HL)
Dan Isherwood, Head of Operations (DI), via Teams
Laura Mason, Board Observer (LM), via Teams
Sam O'Shea, Board & NED Secretary (SO)

Andy Anstey, Business Partnerships Executive (item 14 only) (AAn), via Teams
Gill Jones, HR & People Development Manager (Item 8 only) (GJ), via Teams
Harry Stow, Equality, Diversity and Inclusion Manager (Item 8 only) (HS), via Teams

Apologies

None

1. Welcome and Apologies

2. Declarations of interest

Relative to item 5: GS and MO are members of UKA Board.

3. Draft minutes of the previous meetings

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.

- 4.1 Athlete Panel [SB]: Approximately 30 athletes have confirmed their interest, mainly in the area of participation. Further promotion was planned to encourage more interest from performance athletes.
- 4.2 Transgender [CJ]: A UK Rules meeting was taking place this week. The UKA working group has not yet communicated a timeline for the decision. ED added that EA comms will go out this week, to all athletes that have registered as Transgender, explaining how the rules have changed. FAQs will follow. CJ and GS will raise with UKA at their next scheduled meeting.

5. Business Continuity Plan, Risk and UKA

Business Continuity Plan

The Audit & Assurance Committee had reviewed the BCP and their feedback was taken into account for the Board discussion.

Risk Register

The Audit & Assurance Committee had reviewed the Risk Register and their feedback was taken into account for the Board review.

5a UKA Safeguarding service proposal [CJ]

UKA have always provided this service for athletics across the UK (as per the Quinlan Review), and the costs have been subsidised from other income. The service needs to be continued and HCAFs have been asked to contribute.

The Board considered the request for support for the immediate term (2023 – 24) and from 2024-25. EA is not in the financial position to contribute the full amount requested by UKA.

- 2023-24:
 - Any contribution will require detailed data/MI, an understanding of the staffing structure and how the cases are being dealt with.
- 2024 and beyond:
 - EA's (and the other HCAFs') preference is for the independent safeguarding integrity unit to be developed with joint commissioning responsibilities. A properly costed project plan will be required.
 - Safeguarding is a non-negotiable for all sports and it transcends into all areas of society. Therefore, longer term we should continue to work with other sports and Sport England/UK Sport to seek connectivity and alignment wherever possible.

5b/5c UKA wider discussion

GS and MO, as UKA Board members, confirmed their Declarations of Interest. GS advised that if the Board wished to discuss UKA without GS and MO present, they should so, with AA taking the Chair.

The position was improving but it remained a challenge to understand the economics behind the various scenarios and potential partnerships. EA had offered UKA support from MD, Head of Finance & Governance at EA.

Resolved and Actions:

1.) The Board noted the Business Continuity Plan.

2.) The Board was content with the Risks and their ratings.

3.) UKA Safeguarding proposal

a. 2023-24

i. The board agreed to make an initial contribution towards costs in 23-24 to sustain the service.

b. April 2024

i. The preferred option is the athletics safeguarding integrity unit but longer term a sport-wide Integrity Unit. We should push back on the government to fund this essential service but not delay our own progress given the challenges faced by the sport.

6. Board priorities

Further to the in-depth discussion in April, the priorities for Board focus were reviewed. Progress of these priorities will be considered at each Board meeting.

1.) A sustainable business model and transition plan

2.) A sport of lifetime joy

3.) Sound bedrock

4.) Raising standards

5.) Embed running in the nation's physical and mental health mindset

Resolved and Actions:

1.) The Board agreed with the Board priorities as listed above.

7. Dashboard and CEO report

- 7.1 CJ summarised the event activity taking place and the positive affiliation results, although challenges remained with regard to U17s and U20s. Further research was being carried out to fully understand the causes.
- 7.2 Mark Lawrie (Chair) and Amy Weaver-Tyler will provide an update on the Personal Best Foundation – 1 year on, at the September Board meeting.
- 7.3 Commercial remains a challenge, but the pipeline is looking positive.
- 7.4 Commonwealth Games 2026: there is no further clarity on the host venue, following the announcement that Victoria would no longer be hosting. CJ will continue to liaise with CWG England.
- 7.5 The summer consultation is proceeding well with 400 surveys received. The comments are consistent and, encouragingly, are in line with our strategic priorities.
- 7.6 In readiness for the transfer of officials education and licensing from 1st October, a newly created EA role will be responsible for the end-to-end user journey.
- 7a Staff survey results
The results are consistent with the previous year's survey.
- 7b Membership vision and affiliation 24-25
DI informed the Board that England Council will be discussing the options at their meeting on 25/7 and this will be taken into account for the Board's final decision in September.

8. EDI values

Harry Stow and Gill Jones joined the meeting.

The newly created EA EDI Working Group (involving EDI Manager, HR/People Development Manager, and LB as Board Diversity Champion) will meet to consider EDI and improvements, including around the existing training and induction. In addition, they will consider a guidance framework for any disciplinary cases, to assist independent panels so that they have the necessary context to enable them to make a decision aligned with EA's values and intent. The EDI Working Group will bring their findings to the Board. Sporting Equals will also be approached for input.

Harry Stow and Gill Jones left the meeting.

9. Audit & Assurance Committee recommendation: Treasury Management & Investment Policy

Resolved and Actions:

- 1.) The Board approved the updated policy.

10. Nominations Committee recommendations:

Resolved and Actions:

- 1.) The Board noted the recommendations relating to Board succession planning.
- 2.) The Committee noted the re-appointment of JK as Clean Sport Board Champion.
- 3.) The Committee approved the Clean Sport Board Champion role description.
- 4.) The Board also noted the Board Observer role had been extended to a 2-year role.

11. Clean Sport report

The 6-month Board update and the Implementation Plan highlighted the actions completed and those that EA was still working towards.

Resolved and Actions:

- 1.) The Board noted the update and the progress highlighted within the Implementation Plan.

12. Draft audit accounts

The draft accounts have been produced following a rigorous audit undertaken by haysmacintyre. Comments and feedback were welcomed from the Board.

No major changes were anticipated for the final accounts which will be reviewed by Audit & Assurance in August and come to the Board in September for formal approval.

13. Finance report: Q1 update and scenario planning

Resolved and Actions:

- 1.) The Board noted the Q1 financial position.

14. Sustainability update

Andy Anstey joined the meeting.

Resolved and Actions:

1.) The Board noted the progress made and the ongoing positive work.

Andy Anstey left the meeting.

15. Committee / England Council minutes

Resolved and Actions:

1.) The Board noted the recent and upcoming Committee and England Council meetings.