

ENGLAND ATHLETICS BOARD MEETING OUTCOMES

Thursday 27th March 2025

London and via Teams

Present:

Gary Shaughnessy, Board Chair (GS)
Adetunji Akintokun, SID (AA) (to Item 11), via Teams
Lorna Boothe (LB)
Jim Buckle (JB)
Matthew Dalton (MD)
Connie Henry (CH) (to Item 11)
Janyce Holmes (JH) (to Item 7)
Chris Jones (CJ)
Janice Kaufman (JK)
Helen Kendall (HK)
Marilyn Okoro (MO)
Clive Poyner (CP)

In attendance

Gabriel Akin-Odujobi, Board Observer
Sarah Benson, Head of Talent Development (SB), via Teams
Emma Davenport, Head of Club Support & Participation, (ED)
Gemma Gillespie, Head of Finance (GG)
Dan Isherwood, Head of Operations (DI)
Sam O'Shea, Board & NED Secretary (SO)

Part attendance

Chris Mallender, Workforce Development Manager (CM), (Item 12 only), via Teams
Marc Ritchie, Technical Officials Development Mgr (MR) (Item 12 only) via Teams

External attendee

Rowland Jack, Governance United (RJ), (Item 6 only).

Apologies

None

Annual Non-Executive Director only session

A scheduled annual session took place prior to this meeting and separate notes were circulated to the non-executive Directors only.

Main Board meeting

1. Welcome and apologies

GS welcomed Gabriel Akin-Odujobi and Gemma Gillespie. He also welcomed Rowland Jack from Governance United.

This was Janice Kaufman's last Board meeting and GS thanked Janice for her time on Regional Council, England Council and on the Board.

2. Declarations of interest

There were none.

3. Draft minutes of the previous meeting

Resolved and Actions:

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

4. Actions/matters arising

The Board reviewed the actions and noted those that were to be closed.

5. Dashboard and CEO report

5.1 Most KPIs are headed in the right direction and are ahead of this time last year. Progress is being made with the UK wide track and field review group led by Steve Smith and Steve Cram, supported by Dean Hardman and Colin Hutchinson (Scottish Athletics CEO) but with significant input from EA.

CJ thanked Board members for their additional support in various activities recently.

5.2 Stakeholder management

DI updated the Board on the key priority of club engagement.

5.3 Membership Task & Finish Group update

The group, including HK and CP, continues to meet and good progress is being made.

5.4 Council elections update

SO updated the Board on the elections which concluded yesterday with the completion of the North West Ballot.

5.5 Indoor championships 2026

CJ summarised that although the new age groups will come into effect from 1st April 2026, EA could potentially pilot the age groups to ease the transition for athletes. SB asked the Board for their views on some initial options.

MD informed the Board that at the March meeting, EC were asked to give their view, and they were supportive in principle (the 4 options were not presented in the same detail as they were for Board).

The Board discussed the options noting that there were positives and negatives to each. The Board agreed that any decision should be anchored around athletes and if any the changes are affected earlier than planned, it was important to ensure that the infrastructure / schedules etc are fully aligned for a positive athlete experience.

MD invited SB to the whole council call on 14th April to gain further feedback. SB will then bring a clear recommendation to the Board following the consultation with EC and key stakeholders.

5.6 Field Task & Finish Group

CP updated the Board on the positive progress of the Field Task & Finish Group. Key points and recommendations will be brought to the Board.

Rowland Jack joined the meeting

6. **Outcomes of external Board evaluation**

Roland presented slides on the key outcomes and provided additional context on what the Board does well, areas for development and recommendations. The Board will schedule time to discuss the recommendation in more detail. GS thanked Rowland and his team for a thorough evaluation.

Rowland Jack left the meeting

7. **Finance and Operational Plan & Budget 2025-26**

7.1 Finance Report

The Board noted the latest finance report.

7.2 Operational Plan and Budget

Further to the Board's review in February, the updated Plan and Budget was brought to the Board for approval. JH reported that the budget has also been rigorously reviewed by SLT and Audit & Assurance and worst case and best-case scenarios have also been prepared.

Resolved and Actions:

- **The Board approved the 25/26 operational plan and budget**

Janyce Holmes left the meeting

8. Nominations Committee report and recommendations

Resolved and Actions:

- 1.) The Board approved the merging of the Nominations & Remuneration Committees and the joint Terms of Reference**
- 2.) The Board approved Helen Kendall continuing in the post of Chair of Governance Committee.**

9. Welfare and compliance – Club Standard 6

ED updated the Board on the positive progress. The club support team continue to work with England Council on communicating with the outstanding clubs. Details and action plans for any outstanding clubs will be brought back to the Board in May.

10. Remuneration Committee report

The Board noted the report.

11. U10s and U12s registration

CJ informed the Board that more work is required during April/May to clarify the benefits and competition provision available to U12s across the country and to ensure there is understanding externally. MD confirmed that England Council was supportive of the recommendations.

Resolved and Actions:

U10s

- 1.) The Board approved the mandatory registration for U10s from 1st April 2026**
 - **free of charge for 2026/27, to be reviewed after 12 months**
 - **This does should not remove the opportunity for clubs to make an ‘optional’ payment for U10s (as per the current U11s scheme).**

U12s

- 2.) The Board approved the mandatory registration of U12s from 1st April 2026.**
- 3.) Further work will be carried out to determine the fee level.**

Connie Henry left the meeting

Adetunji Akintokun left the meeting.

Chris Mallender and Marc Ritchie joined the meeting

12. Officials/coaching education and technology update

The Board noted the paper provided.

CM updated the Board on the positive Officials Education Management Group meeting that took place recently. The review responses do not represent all of the coaching population, but any gaps will be covered via additional focus groups.

13. Risk Register and Heatmap

The Board noted the register and heat map.

14. AOB

None