

## ENGLAND ATHLETICS BOARD MEETING OUTCOMES

**Thursday 19<sup>th</sup> February 2026**

London and Teams

### **Present:**

Gary Shaughnessy, Board Chair (GS)

Lorna Boothe (LB)

Jim Buckle (JB)

Matthew Dalton (MD)

Adrian Day (AD)

Janyce Holmes (JH) via Teams

Chris Jones (CJ)

Helen Kendall (HK) via Teams

Clive Poyner (CP)

### **In attendance**

Gabriel Akin-Odujobi, Board Observer (GA)

Sarah Benson, Talent & Performance Director (SB) via Teams

David Bull, Head of Commercial Partnerships (DB) via Teams

Gemma Gillespie, Head of Finance (GG)

Dan Isherwood, Operations Director (DI)

Sam O'Shea, Board & NED Secretary (SO)

### **Part attendance**

Georgina Best, EDI Manager (GB) (Item 6 only)

### **External attendees**

Dean Hardman (DH) Track & Field Project Lead (Item 5a only), via Teams

### **Apologies**

Adetunji Akintokun, SID (AA)

Emma Davenport, Clubs & Development Director (ED)

Connie Henry (CH)

- 1. Welcome and apologies**
- 2. Declarations of interest**  
There were none.
- 3. Draft minutes of the previous meetings**

### **Resolved and Actions:**

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

#### **4. Actions/matters arising**

4.1 Board Observer - mentor [Board members]: MD put himself forward and the Board agreed that MD's skills (governance and council) would complement well with Jon's.

4.2 The Board noted the upcoming actions and those marked to close.

#### **5. CEO and Dashboard**

5.1 CJ highlighted some key points including referencing the positive culture across staff, council and Board.

5.2 The Board discussed the Dashboard.

5.3 CJ confirmed that the competition discount consultation was ongoing with race directors. DI added that the outcome will be included in the fee decision in September.

*Dean Hardman joined the meeting*

##### **5.a Track & Field Vision update**

- DH informed the Board that the new rule book in PDF form should be available to the public at the end of Feb/early March. Pocket-sized packs will also be available. He offered to share the final word version with the Board if required.
- Much of the Vision work is already embedded within EA's Strategic and Operational Plans. The engagement sessions have been very positive, and expressions of interest are being received from groups that wish to implement the recommendations. Ideally 1 or 2 EA regions will help to pilot this.
- MD confirmed that DH had recently presented to England Council, who did not have any concerns and encouraged the work to continue.

*Dean Hardman left the meeting*

*Georgina Best joined the meeting*

#### **6. EDI and DIAP**

6.1 GB provided an overview of the updated Diversity & Inclusion Action Plan (DIAP). She took the Board through some slides covering progress and challenges. Regional Council chairs have been asked to carry out surveys, and she is working with all Regional Council diversity leads.

6.2 The Board discussed the DIAP and provided feedback.

#### **Resolved and Actions:**

- 1.) **The Board approved the DIAP (Diversity & Inclusion Action Plan) in principle subject to some final edits.**

*Georgina Best left the meeting*

**7. 'Our sport / our thoughts':**

- 7.1 GS opened this discussion stating that EA should continue to be relevant, valuable and economically sustainable. A discussion took place and views were shared relating to Board focus and priorities.
- 7.2 UKA / UKAM update  
GS provided an update on UKA including technology / data and shared services.

**8. Governance Committee recommendations**

- 8.1 HK summarised the points within the paper and reported the outcomes from the recent meeting in which the Committee considered whether any Articles changes should be made.

The Committee agreed that as the Articles do allow flexibility for Board and council succession planning, no changes should be made.

- 8.2 The Committee recommended trialling annual regional council elections rather than biennial. This would avoid long term vacancies, benefit continuity and hopefully improve diversity. CJ added that a snap election could take place prior to April for those regions with existing vacancies and to stagger appointments whilst keeping opportunities open for talented individuals to get involved in the governance of EA.
- 8.3 Director's Conflict of Interest Policy  
The Committee recommended the Policy for approval.
- 8.4 Governance Committee Terms of Reference  
The Committee recommended the Terms of Reference for approval.

**Resolved and Actions:**

- 1.) The Board approved the recommendation to not make any changes to the Articles.**
- 2.) The Board approved the recommendation to look at moving the council elections to an annual process (commencing this year).**
- 3.) The Board approved the Directors' Conflict of Interest Policy.**
- 4.) The Board approved the Governance Committee Terms of Reference.**

**9. Nominations & Remuneration Committee recommendations**

- 9.1 NED & England Council remuneration  
JH reported that the recommendation was to retain the current remuneration. They agreed that the remuneration could provide a more diverse pool of

candidates that may not otherwise be able to take on this type of voluntary role. However, taking into account budget considerations, they did not recommend an increase.

- 9.2 Expenses Policy – Board & Councillors  
The Committee recommended the Policy for approval.

**Resolved and Actions:**

- 1.) **The Board approved the recommendation to not make any changes to the NED and England Council remuneration.**
- 2.) **The Board approved the Board and Councillor’s expenses policy.**

**10. Health & Safety General Policy Statement**

DI confirmed that there have been no significant changes. The H&S management group continues to work very well along with a positive working relationship with UKA.

**Resolved and Actions:**

- 1.) **The Board approved the H&S General Policy Statement**

**11. UKAD Assurance Framework**

SB summarised the papers circulated (Clean Sport Annual Report and Implementation Plan). EA has met all of the clean sport requirements and has a positive relationship with UKAD. The 2025 annual submission will be due in the coming week and the formal outcome will be confirmed in May and at that time some changes are expected to the framework to align data retention guidance with UK data protection rules.

A query was raised regarding Enhanced Games. CJ confirmed that World Athletics and UKA have made statements.

**Resolved and Actions:**

- 1.) **The Board approved the Clean Sport Annual Report.**

**12. Finance Report**

- 12.1 GG highlighted some key points from the paper including some variances and up to date financial position. A comprehensive piece of forecasting work has been carried out with budget holders. .

**13. Draft Operational Plan and Budget - for comment**

- 13.1 DI summarised the paper circulated. The Plan is a balanced one, focussing on key agreed priorities.

13.2 This Plan will be taken to the March Board for comment, along with the 4-year plan and scenario planning. The commercial strategy will also be presented at this meeting.

13.3 MD confirmed that the Operational Plan and Budget will be discussed with England Council at their call on 2<sup>nd</sup> March.

**14. Membership Task & Finish Group – verbal update**

DI confirmed that January has been the best month for sign-ups since inception. Many members are reaching the point of renewal and early signs are positive.

**15. AOB**

15.1 DPO role / conflict [DI]: a concern was raised at A&A regarding DI holding the position of Data Protection Officer whilst also having operational responsibility for data. This conflict has been addressed by securing an outsourced DPO provision.

15.2 Facilities T&F group [AD]: AD updated the Board that the group will be reviewing Sport England's grant proposals for a strategy consultant. DI added that we should have a preferred provider and final report in September.