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Minutes of the England Athletics (EA) Annual General Meeting held at
Lea Marston Hotel, Haunch Lane, Royal Sutton Coldfield, Warwickshire, B76 0BY
on Saturday 29th November 2025

Voting Members present:

Board members

Gary Shaughnessy	Chair of the Board
Adetunji Akintokun	Non-Executive Director (Senior Independent Director)
Lorna Boothe	Non-Executive Director (Member Elected)
Matthew Dalton	Non-Executive Director (Council nominated)
Adrian Day	Non-Executive Director (Member Elected)
Connie Henry	Non-Executive Director (Independent)
Chris Jones	CEO
Clive Poyner	Non-Executive Director (Member Elected)

Member clubs/organisations

Clubs:
Bury AC, Mark Granby
Ealing Eagles Running Club, James de Vivenot
Leamington Cycling & Athletics Club, David Ashbourne
Radley Athletics Club, Kay Reynolds
The Stragglers Running Club, Kevin Price

Organisations
Avon Athletic Association, John Deaton

The following members were not present, but voted via proxy:

Board Directors

Janyce Holmes	Non-Executive Director
Helen Kendall	Non-Executive Director

Clubs

Brentwood Beagles Athletics Club
Cambridge & Coleridge AC
City Of Norwich AC
Droitwich AC
Eye Community Runners
Great Yarmouth & District AC
Ipswich Harriers
Liverpool Harriers & AC
Shaftesbury Barnet Harriers
Stevenage & North Herts AC
Werrington Joggers

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Organisations
Cambridgeshire Athletics Association

Non-voting attendees
Gabriel Akin-Odujobi, Board Observer
Sarah Benson, Talent & Performance Director
Jack Buckner, CEO, UK Athletics
David Bull, Commercial Partnerships Manager
Lynn Cooper, Regional Councillor
Howard Crabtree, Regional Councillor
Neil Dawson, Regional Councillor
Bill Eldridge, Regional Councillor
Lesley Eldridge, guest
Roland Gibbard, Regional Councillor
Gemma Gillespie, EA Staff
Dean Hardman, Track & Field / Age Groups Project Manager
Sharon Herbert, Official
Uyai Ikpatt, Regional Councillor
Dan Isherwood, Operations Director, England Athletics
Kevin Johnson, Regional Councillor
Alison Jones, Muckle LLP
Lynette Kelly, EA Staff
Jennifer Lovell, Regional Councillor
Michelle O'Brien, prospective Regional Councillor
Sam O'Shea, Board & NED Secretary
James Stevenson, EA Staff
Ian Warrington, Bury Athletics Association
Paul Wood, Regional Councillor

The meeting was declared open.

GS welcomed those in the room and those joining via live stream. He introduced the Board and England Council members present and thanked them for their time and support. He also welcomed Jack Buckner, CEO of UK Athletics.

GS provided an overview of some key priority work being carried out. One key challenge is the drop-out rate among young people. An external working group, led by Steve Cram, is looking into this complex issue to identify some actions to address this. Another priority focus for the Board is supporting clubs and as a result, we are hoping to increase the number of Club Support Managers across the country in 2026. Supporting coaches and officials is also a priority, following on additional responsibility being transferred to England Athletics from UK Athletics.

Our new partnership with Citroen will provide much needed funds to invest into the sport. England Athletics' new membership, RUN:EA, is aimed at runners who are not currently members of clubs. It is hoped that many of these runners will wish to take the next step in transferring to a club.

This sport could not operate without the hard work of volunteers, and it is hugely important to recognise their input. This evening offers that opportunity with the National Volunteer Awards taking place.

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GS commenced the business of the AGM which was formally announced in July. The meeting is being live streamed and Alison Jones from Muckle LLP is in attendance to oversee the voting process.

1. **Minutes of the AGM held on 26th October 2024**
   A vote took place via a show of hands.
   The draft minutes of 26th October 2024 were approved.

2. **Matters arising from the minutes**
   There were no matters raised.

*GS handed over to **Chris Jones (CJ), CEO***

3. **To receive the Directors Report of the Activities during the year ended 31st March 2025**
   CJ confirmed the close and collaborative working relationship between EA and UKA and welcomed Jack Buckner. He also welcomed Mark Granby, of Bury AC and Chair of the UKA Rules Group, which has been key in the upcoming age group changes. Finally, CJ welcomed Dean Hardman who is leading on the age group changes across the sport.

   CJ was pleased to report that in the 4th year of our 10-year strategy good progress was being made, although there is more work to be done. A video was which highlighted some key successes that are also referenced in the Annual Report. It is thanks to the hard work of so many volunteers that we have been able to achieve so much.

   CJ expressed his condolences on behalf of England Athletics for the recent passing of George Bunner who will be sorely missed by the athletics family.

   CJ highlighted the inspirational work that is being carried out by our charity, Personal Best Foundation.

   As referenced by GS earlier, we are looking to increase our Club Support Managers (CSM) from a team of 7 to 9 to provide valued support for each region. One area where CSMs bring real value is with regard to club standards and this is evident in all of our clubs achieving Club Standard 6 relating to welfare. These standards ensure that athletes are safe and secure at our clubs. Since additional responsibility was transferred from UKA to England Athletics, work is ongoing to move more coaches and officials through the qualification pathway.

   The way of allocating competition funding has recently been updated to ensure that funds go towards the competition that puts athletes at the heart of all that they do. Our four Talent Hubs are performing well, and we are looking at other potential areas. The external Track & Field Vision Group have also suggested the concept of Hubs and athletics networks working together to share best practice and facilities.

   Looking forward, future opportunities include additional club support, improved digital systems, and competition opportunities for our youngest participants. The £3 increase in affiliation fees will go directly to these areas of work.

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CJ closed by referencing the robust governance structure within England Athletics, comprising our consultative regional councils, and the close working relationship between England Council and the Board.

3.1 *CJ handed over to **Clive Poyner (CP) and Lorna Boothe (LB), Member Elected Board Directors***.
CP provided a summary of his learnings over the last 4 years on the Board and his 2nd term priorities, if successfully confirmed, of the Board skills matrix and consultation/engagement. Whilst improvements have been made, there is more to be done to communicate our key strategies. Another priority area is to find additional income sources to enable additional investment into the sport.

With regard to the Member Elected Director position, CP provided some more detail by listing some activity that he has been involved in. This included attending various events, the field events task & finish group, Funetics Multi Challenge pilot, regional council forums, and he is a standing member of the Audit & Assurance Board Sub-Committee.

LB thanked volunteers, officials, coaches, and parents, who were essential to the overall functioning of the sport. LB holds the role of Board Diversity Lead and, working with the EDI Manager, they are identifying gaps to ensure equal opportunities for all, including our councils, management, Board and administration.

A new quarterly magazine is being shared with coaches, and this provides communication and information for coaches. If any coaches have not received this, it may be due to having opted out in the England Athletics portal. She also welcomed any suggestions for a new Members' Forum.

Working relationships across the Home Countries and UK are strong, and this standard should be reflected in all areas to ensure that individuals recognise and respect each other's roles within the sport.

3.2 *LB handed over to **Matthew Dalton (MD), England Council Chair***.
MD is Chair of England Council and is a member of the Board as an England Council nominated Director. The council's role is to test concepts on behalf of the Board along with discussing issues within the sport. The 2025 Regional Forums were extremely successful, and learnings will be taken forward in planning for next year. Awards for our valued volunteers take place across the regions each year, culminating in the National Volunteer Awards which are taking place this evening.

MD reported the regional council chairs who form the England Council. New members have joined during 2025 for the North East (Lynn Cooper) and East Midlands (Neil Dawson). The meetings of England Council now rotate around nine regions, which has provided the opportunity for members to visit other tracks and clubs.

Some important work is in progress, including a new coaching framework and improvements to the officials pathway. MD thanked the regional councils for supporting the CSMs to achieve full compliance across our clubs for club standard 6 (welfare and compliance). The increase in CSMs for 2026 will bring further benefit. Council was also involved in developing the new competition grant which now ensures we are investing in athlete-centred competition. Hearing the athlete's voice is crucial and Beck Bennet, Chair of England Athletics' Athlete Panel, will be speaking at the conference in the afternoon.

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MD thanked Jack Buckner for his welcome onto the UKA Members Council. He closed by thanking all of his council colleagues, in particular the chairs, for their hard work.

3.3 *MD handed over to **Adetunji Akintokun (AA)** who spoke on behalf of Janyce Holmes, Chair of the **Audit & Assurance Committee***

As a member of the Audit & Assurance Committee, AA confirmed that at the heart of England Athletics' work is sound financial management. The Audit & Assurance committee's purpose remains, to provide support and oversight on audit, external reporting and risk management.

For the work on the Financial Accounts Audit and Annual report for 2024/25, a three-stage oversight process was completed.

- the 24/25 year's Audit outcome was reviewed in a one-to-one meeting between the Chair of Audit & Assurance and the external audit partner from Buzzacott.
- A clearance meeting then took place involving the auditors, the Audit & Assurance Committee, and members of the Senior Leadership Team. The auditors concluded that the directors' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.
- Finally, the accounts were reviewed and approved by the Board on 25th September 2025.

Further information about the work of the Audit & Assurance Committee or other Board committees can be found in the Governance Statement contained within the Annual Report.

The appointment of the auditors for the current financial year forms part of the formal business of the AGM today.

*AA handed over to **Dan Isherwood (DI), Operations Director***

4. To receive a presentation of the Company's Financial Statements for the year ended 31st March 2025

DI presented slides and summarised the organisation's financial position and the end of year reserves position which is line with our policy. Funding sources include Sport England, membership, licensing, coach education and sponsorships. These funding sources are essential, particularly taking into account increasing costs for safeguarding and welfare, insurance and IT digital costs. Diversifying our income streams is key to ensure that we are minimising the reliance on our core membership fees.

This financial year we will be looking to reinvest income across some key priority areas including competition, clubs and facilities, coach and officials education, digital systems, athlete retention and talent development. The income from membership fees is invested in these key priority areas and income from other sources supports the back-office functions. Further detail is available within the Annual Report which is available on the website.

*DI passed back to **Gary Shaughnessy (GS), Board Chair**.*

5. To appoint the Company's Auditors for the year ended 31st March 2026 and delegate agreement of their remuneration to the Board

A vote took place via a show of hands.

Buzzacott was confirmed as the Company's auditors for the year ended 31st March 2026, and the auditor's remuneration was delegated to the Board.

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6. To confirm the appointment, Clive Poyner (CP)

GS summarised that CP has served a 4-year term and has put himself forward for a 2nd term. GS confirmed his support for CP.

A vote took place via a show of hands.

Clive Poyner was confirmed as Member Elected Director of the company through to the 2029 AGM.

GS opened the meeting to questions.

- David Ashbourne, Leamington Cycling and Athletics Club, asked for further detail around the rise in safeguarding and welfare costs.
  - CJ explained that this was mainly due to staffing costs in dealing with grievance cases reported as it is important to give these sufficient time and support. This is a similar challenge for UKA who service the whole of the UK and deal with the more serious welfare cases. There are certainly some efficiencies that should be sought across sport in general.
- Roland Gibbard, Regional Councillor, asked about the backlog of safeguarding cases and the time they were taking. He thought that there were plans to pass some of the lower-level cases to others to ease the pressure on EA staff.
  - CJ explained that it was important to act with caution and not pass on responsibility to the local levels. A backlog is often caused by the essential gathering of evidence. UKA cases can be delayed further if a police investigation is needed.
  - JB added that the less serious cases are actioned via UKA's case management system, but the high-profile cases can be delayed in the criminal justice system. The independent view is essential, and this is driven by their own timetable/availability. Disputes do happen in sport, but we are working better together. It's important to improve mediation intervention before situations become more formal.

- Kevin Johnson, Regional Councillor, asked about the level of income from corporate partnerships.
  - CJ explained that this figure was approximately 5%. Marathon Events contribute to our talent pathway. Although we aren't a core partner with Athletics Ventures, we do collaborate and recently met with their commercial agent. David Bull, who has recently joined England Athletics as Head of Commercial Partnerships, has some exciting plans.

- Kevin Price, Regional Councillor, commented that as the NGB for recreational runners, England Athletics should give this more focus, particularly around potential revenue, plus England Athletics should champion environmental improvements more.
  - CJ stated that runners are discussed regularly at Council and Board, but it is important to get the balance right as differentiated fee scales come with their own challenges. He confirmed that we are looking at where we can collaborate with Park Run.
  - GS added that funding is a key issue and it remains important to communicate to Government, the mental health benefits that athletics and running brings.
  - With regard to sustainability, CJ stated that our Sustainability Steering Group is always looking at ways to make improvements and Adrian Day, London Regional Council Chair and Board Director, sits on this group.

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CJ provided an update on the age groups change and English Schools Athletics Association (ESAA). Although the age groups will change on 1st April 2026, ESAA have confirmed they will align from September. This will cause some challenges for the summer. Discussions with ESAA will continue, to understand the transition and the potential for hybrid competitions for hurdles and throws. This alignment is important to benefit athletes.

GS raised the topic of facilities. Whilst England's provision in this area is better than many other countries, there are a large number which require improvement or replacement over the next few years. This countrywide challenge is on England Athletics' radar. Collaborating with other sports is a way of bringing in further funding to support maintenance and improvements with clubs and tracks becoming community hubs.

GS reiterated LB's comment about working together. Improvements have been made but more could be done. A well performing team can disagree in a value-based way and this brings the best results, and he encourage engaging with England Athletics wherever possible. It is a privilege to be involved in an incredibly accessible and beneficial sport that is proven to change lives.

The meeting was declared closed at 12:22pm

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