

**Outcomes of the National Council Meeting
Held on the 22nd February 2017
at Athletics House, Birmingham**

Basis of preparation

Outcomes show the decisions made at National Council Meetings but not the full debate at those meetings to reach those decisions. Publication of separate Minutes and Outcomes allows the Council to have a full debate for the record (Minutes) while keeping interested parties informed of important decisions reached (Outcomes). Minutes are not formally approved until the next Council Meeting. These Outcomes are based on the Draft Minutes of the Council meeting of 22nd January, 2017 which were circulated among those present with amendments incorporated. The National Council next meets on 3rd May, 2017. Redactions are made by the Chair of the National Council.

In Attendance:

Tony Shiret (Chair National Council, Co-Chair London)
Peter Crawshaw (London)
Stewart Barnes (W Midlands)
Barry Parker (Co-opt)
Malcolm Fletcher (Yorks & Humber)
Mick Shortland (East)
Chris Betts (NE)
Mike Neighbour (SE)
Arwel Williams (Co-opt)
Nigel Rowe (SW)
Mike Harris (NW)

Present:

Dean Hardman (EA)
Chris Jones (CEO, EA)

Apologies:

Chris Cohen (Co-opt)
Myra Nimmo (Chair, EA)

Declarations of Interest:

No changes to previous notifications.

Minutes of Previous Meetings:

TS certified the previous minutes (Nov 16th 2016 and Conference Call of Jan 25th 2017) as an accurate record.

Welcome:

TS welcomed all to the meeting and noted that this would be his penultimate meeting as chair of the council. He proposed talking through all matters outstanding from previous meetings at the 3rd May meeting. TS also drew members' attention to the announcement on the UKA website that stated that he had been required to resign from UKMC.

Chris Jones Report:

Re-organisation

CJ noted that EA was in a period of staff consultation following the recent funding announcement from Sport England. Sport England investment into EA would be approximately £9m less than in the 2013-17 period.

The funding award has resulted in some areas of activity being no longer funded by Sport England. These include running activation.

CJ outlined a proposed new staffing structure for EA, that would see headcount reduce from 84 to 59. EA's turnover would also be reduced.

Interviews would take place over the following two weeks and MH would join the panel for the new coaching posts. AW and PC had been asked to join a panel for the appointment of a new officials development officer, but were unavailable.

New structure

The proposed staffing structure had four departments:

- Finance and Governance
- Insight and Performance Management
 - o IT
 - o Performance
- Business Partnerships and Major Events
 - o Member Services
 - o Competitions
 - o Commercial
 - o Communications
- Athletics and Running
 - o Coaching and athlete development
 - o Club Support – with development budgets
 - o Volunteers
 - o Participation – running and track and field

The Coaching and Athlete Development team would comprise of 5 Coaching and Athlete Development Managers who would no longer provide 1:1 mentoring but would take a lead on developing coach development materials and ensuring that this influences athletes and coaches. Still Workshops and masterclasses will continue.

MW asked whether Club Support Managers (CSMs) would still have contact with Regional Councils? CJ confirmed that they would.

MH commented on the CSM geographical spread. With a focus on more clubs, how will they be split? Will the focus be on clubs rather than geographical boundaries? CJ confirmed that they would.

MS asked whether CSMs would be a senior role? CJ stated that they would be a hybrid between CCSO and Area Manager.

CJ confirmed that by April the restructure would be complete and operational.

There was a short discussion about the balance between national and local staff – CJ commented that even those in “National” roles still have contact daily with local people across the country.

TS asked whether CJ thought that clubs would see the restructure as satisfactory? CJ responded that clubs and athletes would still have direct contact with EA staff.

PC reinforced the need for transparency on where affiliation / registration income is spent.

TS noted that there might be resistance to change from coaches, particularly senior coaches. He stressed the need to retain their input.

CJ confirmed that much coach development activity was planned.

TS noted that Martin Rush attended last NC and was basing his strategy around mentoring. Without “footsoldiers”, would this still work? CJ commented that a new Coaches Club resolved this to an extent, with online sharing and resources instead of direct 1:1 mentoring.

Area Competition

AW noted that the three area competition providers are in ongoing discussions with EA and asked whether funding for them had been considered.

CJ confirmed that there is budget for support to areas, counties and ESAA which will be discussed with those parties. Competition is one aspect of what needs to be supported.

CJ noted that no details had been published of the Areas’ survey results.

TS asked whether the NC should look to assist in identifying a solution to funding negotiations with the areas.

The SE council has gone on the record as stating that there is dissatisfaction with how the SEAA run competitions. Its view was that the time had come for them to change their operating model. Area competition is valued, but there were concerns over delivery standards in the South.

ACTION – NC to request that EA require SEAA LTD and SEAA Competition Ltd to submit their accounts (including management accounts) prior to any funding agreement.

ACTION – Member of NC to attend meetings with each of the areas.

Coach development

MS was very concerned that strong aspects of the National Coach Development Programme (NCDP) will be lost. The programme had been hugely beneficial to him and others. He acknowledged that the budget might need to change, but could there be volunteer mentoring? CJ agreed that this might be a good idea.

TS asked whether there would be a new coaching strategy? CJ responded that an approach had been produced as part of the talent application to Sport England.

ACTION – Ask Martin Rush to present new plan with circulated papers beforehand.

ACTION – Martin Rush to keep in touch with the 400 coaches who have been through the NCDP

PC felt that there needs to be more cascading of coach development materials to local coaches and that the LCDP principals need to be retained.

Off-track clubs

The support available to off track clubs was discussed.

ACTION – Circulate CJ report on off track support to NC.

CJ listed the support offered to off track clubs.

- Club Run programme – increased budget
- Flying Coach
- Marathon Series
- National Off track champs
- RunTogether
- Runbritain support
- LiRF subsidies

CJ asked NC to feedback on what more EA could do.

CJ requested that regional chairs let him know the dates of their meetings so that he could attend.

CEO Report

CJ then spoke to his submitted report:

- 160,000 athletes were now registered.
- Active lives had replaced Active People Survey as Sport England's participation measurement.
- Nitro Athletics had been a success
- EA Championships were to take place at the weekend and full competition programme was planned for the year
Bahamas would be hosting the CWG Youth Games
- Preparations for Gold Coast CWG were underway and funding secured for CWG preparation
- RunTogether had been publicly launch at the start of January

TS commented on the coaching and athlete development report and felt that more work was required on understanding why TPOT targets have not been reached. MR to update.

PC welcomed the welfare details and links in CJ's report. There was still a feeling in London that clubs may need to be better advised on what they need to do to cover themselves in the case of coaches without valid licenses. Should coaches be required to display licenses?

TS assumed that most clubs believe that they are covered by UKA insurance in the event of a child abuse issue. Are they? Could this be flagged on the club portfolio section of the NC website?

ACTION – Poster campaign for clubs. Could we better advise clubs to take ownership of ensuring coaches are licensed with DBS? Could something be included in affiliation packs?

LUNCH

Council Elections:

DH shared the results of the recent council elections and confirmed the composition of each council with the respective regional chair.

ACTION – collate up to date CVs and photographs for new councillors

TS was asked to request extensions for some councillors (e.g. Mark Wall of the East Midlands).

PC asked whether successful candidates could be informed. TS proposed that new councillors be informed.

ACTION – Publish results asap.

MS felt that the Election process was unrealistic (in terms of degree of support required for nominees). Can it be changed for future? PC confirmed that changes to process needed to be put to the AGM.

The council discussed the issue of the West Midlands council, where there remained just one councillor following the election. TS proposed that the WM be suspended as an entity pending an assessment of its constitution. Approved by the meeting.

Governance committee to be asked to permit another election for the West Midlands.

Consultation:

DH explained the EA Board's thinking on consultation 2017, which was for a survey to be published in the spring followed by events later in the year.

Council requested that web streaming of all events take place.

Kerry Marland:

KM explained her background and her role as the newly appointed EA Volunteer Manager.

She had been briefed to improve on the experience of volunteers within the sport and to attract new volunteers.

Each councillor explained their volunteering background.

There followed an extended discussion on volunteering to allow KM and the NC to identify the issues with various aspects of volunteering in the sport. Here are some of the comments -

KM – Many had come into the sport as volunteers following athletics careers or as parents. How can we extend our reach to attract volunteers?

TS said that there had been some success in London with volunteer recruitment, but it had been linked to funding. Gamesmakers have been an issue, due to data sharing (or lack of) and also some counties not assisting. The way the sport is organised is not very friendly to new volunteers. This is largely due to how busy we are and how difficult it is to induct properly.

CB noted that data protection can be a barrier.

CB also felt that formalising volunteering can be an issue. It puts people off as it appears complicated.

MW and PC felt that the real issue is getting existing volunteers to buy in to recruitment from “outside”.

AW commented that often major events will attract volunteers, but it is more difficult to attract them for everyday events.

KM asked whether volunteer co-ordinators are a worthwhile role within clubs? The council felt that it is.

PC stated that running clubs are a good model. They are often started by self starters and like minded people. They tend to have a better social side and are better equipped to support and engage volunteers. NR used the example of Storm in Plymouth – a lifestyle and community, hence more volunteering.

All felt that age is an issue.

TS summarised that council had discussed the culture of athletics and the challenges but that it was difficult to suggest to KM a single action that could help address the issues.

AOB:

MW – Defibrillators. Could they be more commonly available? Competition venues should have them, parkruns will be compliant, too. AFD would like to buy one.

MN – Thanked all on the council and for their support and put on record AFD’s thanks for support of the wider sport in light of the events at AFD.

MS – Portfolio – Data from the south on coaching qualifications (Athletics Coach now 94% completion, CiRF 97%).

New requirements for Club Mark (safeguarding courses) make it unlikely that clubs will seek club mark. Could it be tied into the coaching qualification?

ACTION – Portfolio holders report at meeting after next. National Portfolio holders to summarise regional reports.

TS recorded thanks to Nigel, Stewart, Malcolm and Mark for their efforts on behalf of the sport as this would be their last meeting before standing down because of time limitations within the EA Articles.