

National Council Minutes – 3rd May 2017

Present:

T Shiret (London, outgoing Chair – left following election of new chair)
Myra Nimmo (Chair, EA)
P Crawshaw (London)
Allan Wort (North West)
Moira Gallagher (Yorkshire and Humberside)
David Lodwick (East Midlands)
Mick Shortland (East)
Chris Betts (North East)
Keith Reed (South West)
Mike Neighbour (South East)
Arwel Williams (Co-opted)
Barry Parker (Co-opted)

Also present:

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

Welcome

TS welcomed all to the meeting, especially new chairs.

Declarations of Interest

Members were asked to declare any interest (paid roles for EA or British Athletics or other relevant activity) ahead of the next meeting.

Minutes of the Meeting 22nd February

TS explained the process of agreeing outcomes of meetings. Minutes of the last meeting were signed as an accurate record.

Outstanding review paper

TS went through the outstandings from the previous meeting and each outstanding matter was addressed (see attached sheet).

TS spoke to his review of outstanding matters that had been circulated prior to the meeting.

These could be categorised as recent outstandings and ongoing unresolved issues and areas of work.

Recent matters included:

Regional Council Admin
Coaching
EA SMT matters

Ongoing outstandings:

Data/IT
Representation
Road Race Income and Off Track matters
Coaching
Regional Councils/Portfolios
Officials

BP raised the issue of lack of HCAF volunteer representation on TAG groups. AWi referenced the fact that Nicola English had been invited to the next meeting.

Vote of thanks to outgoing Chair of National Council

MNi thanked TS for his efforts as National Council chair for his efforts on the regional council, for his work on the board and his passion for the sport.

TS thanked MNi for her comments. He also thanked all regional councillors and regional chairs, as well as EA staff members for their support over the period of his chairmanship.

TS noted that being national chair had been a pleasure, largely as a result of the high degree of alignment he felt between members of the council system.

Election of National Chair

All unelected members of the council left the room and MNi took the chair to facilitate the election of a new National Chair.

Mike Neighbour was elected as Chair of National Council.

MNe chair took the chair for next item.

Election of two National Council members to serve on the EA Board

New Chair facilitated the election of directors from the council to the board of EA.

AWo and MNe will represent the council on the EA Board of Directors.

EA CEO Update

CJ spoke to his circulated report and expressed a desire to attend upcoming regional council meetings.

CJ confirmed that the EA staff restructure is complete and that the EA website had been updated accordingly. Some new appointments would be made shortly in the areas of IT and Fundraising. CJ praised the conduct of colleagues during the restructure.

84 employees to 62 (59 permanent positions).

CJ outlined areas of work, such as communications and coaches club, that would be the focus in the coming operational year. CJ outlined post holders in areas of coaching.

CJ explained changes to IT arrangements, including recharge to UKA and greater responsibilities for new EA IT team.

CJ outlined current numbers of registered athletes, including the fact that much of the growth can be attributed to increased numbers of off-track clubs.

Consultation will be taking place via a currently live online survey and consultation events in the autumn. The council agreed that events would be welcome and discussed timing, content and format.

ACTION – CJ and DH to circulate a proposal for autumn consultation.

DH reminded the council that the Whole Council Conference would need to be planned. Date is provisionally October 14th.

Fundraising and Business Development – CJ reminded the council of the stated ambition to reduce reliance on a single funding source and the need for diversified income streams. 2900 road races licensed in the last 12 months, which brings in important income.

Finding new business partners remains a priority and the team are working hard on this.

EA nominated for a Be a Game Changer award (NGB of the year) for the work on women's coaching and participation.

CJ referenced a meeting with AWO and endorsed AWO's approach to how he saw the North West council operating. There is a great opportunity for councils to work collaboratively with local EA staff.

A slow start to the new year had been expected as colleagues re-orientate, but plenty of opportunities and planning is going on. CJ felt that these were exciting times for the sport and EA.

The meeting then paused for lunch

MN asked as to the outcome of a recent meeting between EA and the SEAA.

CJ gave an overview of meetings with all three area competition providers. There was a good, positive meeting with Northern Athletics, who had expressed a desire to reduce reliance on EA funding. Options relating to possible office share and new events were discussed.

The meeting with Midland Athletics was similar.

SEAA – CJ had not been present at a first meeting with John Gandee and Linda Whitehead. He attended a second meeting with John Gandee.

The areas were asked to look at the cost of their competitions and consider cost saving options to reduce overheads.

50% of EA's annual budget to areas had been paid and further conversations are taking place.

PC asked CJ about the London 2017 Inspiration Programme. He noted that clubs had found applying for inspiration fund money a difficult process. PC asked whether there would be a strong push across the country to ensure clubs sign up and apply for funding.

PC also asked whether the coaches club would be further publicised and supported the development of a coaches club similar in format to the area officials associations.

Coach Education and Mentoring Update

Martin Rush joined the meeting to provide the update.

MR explained how the coach mentoring and development process worked previously. EA were tasked with increasing the number of athletes achieving specific targets across all events at top 10, top 50 and top 100 level. Similar patterns seen across all levels.

EA had also been tasked with ensuring positive feedback on the 1:1 mentoring programme and more athletes achieving 650 Raza points. EA were also required to ensure more athletes moved onto the UKA Futures programme.

Feedback targets were met and futures target was met in all years with the exception of the final year, due to lack of space on the Futures programme.

Now the plan is to move across from coach development to coach and athlete development. MR not a supporter of "squads", but prefers "camps", with both coach and athlete invited to meet others.

Now the plan for EA was to provide three tiers of support.

Top end of the EA talent pathway will involve centralised camps to monitor and test athletes and provide coaching advice and support.

At a regional level, the aim is to cascade down. 6-8 centres at a regional level with a similar model with 17-23 year olds. In speed, for example, using universities as hubs.

At a local level, EA will continue to work on local activities whereby coaches are invited to workshops.

MR recognised that mentoring has been effective and will look to establish a peer to peer mentoring system. A database of volunteer mentors.

EA noted the need to utilise technology with the Coaches Club. Content would be pushed directly to identified coaches and proactively engage coaches.

MS liked the idea of camps. He favours working with both coaches and athletes.

AWo recommended working with councils and counties to identify regional centres.

PC referenced the Coach workshops that are being scheduled in connection with London 2017 (as a fringe activity) and suggested that the EA Coaches Club gets involved.

General Discussion on priorities for Regional and National Councils

Each councillor identified their main areas of interest:

BP – Officials
PC – Officials
AWo – Clubs
MG – Officials
DL – Clubs (Off Track background)
MS – Coaching
AWi – Officials (endurance and track and field)
CB – Officials
KR – Officials (although on UKMC as coaching representative)

Council decided:

MS and KR to be new National Portfolio holders for coaching
MG to be Officials Portfolio holder
No clubs portfolio holder appointed at this stage.

CJ suggested that EA executive leads could and should work closely with relevant EA staff members.
CB endorsed this approach.

Action – MNe to consider and circulate decisions around gaps that co-optees could fill.

MS – question regarding new club affiliations and support to councils.

CJ confirmed that CSMs would attend regional council meetings, but could not guarantee that they would be able to provide administrative support around meetings. Regional Chairs are remunerated and would be expected to do some of the admin.

PC explained how things work in London, where there is minimal support required from paid staff in the organisation of meetings.

CJ explained that there would be central support for regional awards.

New club affiliations – these would be handled centrally by membership services. Some local knowledge required, but the administrative burden would be borne centrally

Action – DH to distribute new club lists to relevant regions/counties. Add new club affiliations to monthly list of athlete transfers.

Action – New Club approvals to be circulated to regional chairs.

Counties require understanding to ensure no vest clashes etc.

Action – Co-ordination of SE, L and board meetings at consistent venues with good deals.

Action – CJ and DH to circulate details of new Finance and Governance Officer.

AOB

CB – Rule Changes. CB sought guidance on possible proposals for rule changes related to the 3.25kg shot put, mixed gender laned open track races and age groups (consistent for cross country and track and field).

PC – One club in London allows members to pay fees in instalments. Are there other clubs with a similar structure?

Date of next meeting is August 30th.