

England Athletics

Task & Finish Group Report

Field Events Review

May 2025

Contents

Background	1
Methodology	2
Key Findings	2
Recommendations	4
Next Steps	7
Appendices	7
Appendix 1. Overview of the Current Landscape of Field Events in Athletics in the UK.....	8
Appendix 2. Terms of Reference Field Events Task and Finish Group.....	13
Appendix 3. Webinar Series One Discussion Summary.....	16
Appendix 4. Webinar Series Two Discussion Summary	17
Appendix. 5 SWAT Analysis Survey Results.....	19

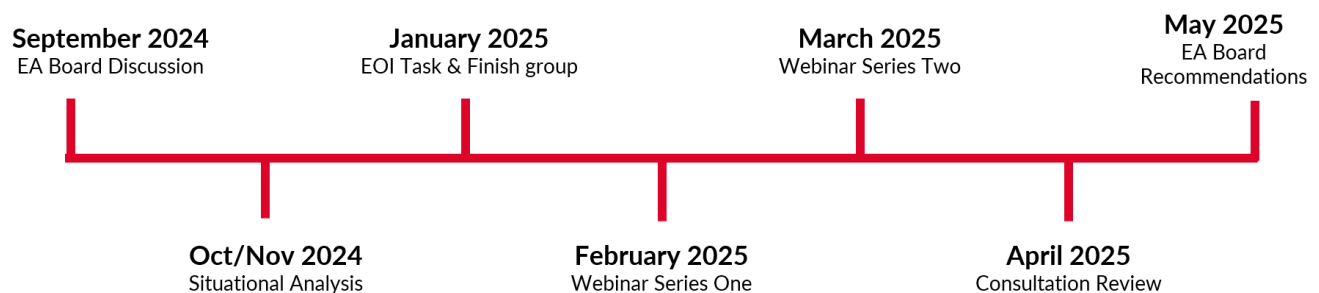
Background

During the England Athletics September Board meeting, field events were a key topic of discussion as part of a wider review of the 2024 track and field season and ongoing work exploring retention of athlete within the pathway. This focus was prompted by concerns over the depth of grassroots participation in field events and the transition of talented athletes from junior to senior level, alongside reflections on selections and performances at the Paris 2024 Olympic Games.

Following this discussion, the EA Board commissioned a short-term task and finish group to explore field event development comprehensively across the whole sport. This initiative will consider insights from the ongoing Home Country Athletics Federations-led review of track and field participation and will align objectives with the 2025-2029 funding cycle to enhance the English talent pathway.

The task and finish group was chaired by Clive Poyner as EA Elected Board Member. The main group comprised Sarah Benson (EA Talent Director), Nick Ridgeon (EA Throws Lead), Darren Ritchie (EA Jumps & Combined Events Lead) and Janice Kaufman (EA England Council Nominated Board Director).

Methodology



Following an initial situational analysis review written by Nick Ridgeon and Darren Ritchie (Appendix 1), the group met to agree the most effective way to consult with key stakeholders in the sport including athletes, coaches, officials and club volunteers.

Terms of reference (Appendix 2) were then established to define the key roles and expertise required to inform impactful recommendations for the development of field events in England.

The Terms of Reference were shared via the England Athletics website and social media channels, alongside an open call for expressions of interest to join the wider Task and Finish Group. Over 40 responses were received from athletes, coaches, officials, competition organisers, and club volunteers. In response, the core group initiated an online consultation process, hosting two webinar series for all interested participants. The first series explored key challenges across areas including Competition, Club Development, Coach Education, Schools, Performance, and Facilities; the second focused on identifying practical solutions.

Alongside the webinar series, a survey was conducted with all individuals who expressed interest, providing a high-level SWOT analysis to help identify key priorities within field events.

Following the consultation sessions, the main group met to review the findings and invited key staff from England Athletics and UK Athletics with relevant expertise, alongside representatives from the British Athletics Coaches Association (BACA) and several active volunteers involved in coaching and delivering field event competitions across the UK. The group dedicated a full day to discussing potential solutions and collaboratively identifying short-, medium-, and long-term objectives to drive meaningful change in the development of field events.

Throughout this consultation process, feedback was continuously gathered from the existing EA Technical Steering Groups. These groups are comprised of expert coaches who work directly with athletes competing at the elite level.

Key Findings

A summary of the webinar series discussions can be found in Appendices 3 and 4. These formed the basis for discussion at the planning meeting, along with the findings of the SWOT analysis survey (Appendix 5).

Key findings within each area have been identified as:

Competition

Competition has been consistently identified as a key area for development across all event groups, particularly in relation to the structure of traditional leagues, local championships and the level and number of volunteer officials required. Within field events specifically, several challenges and emerging trends have been highlighted. There is a notable lack of multi-event competition opportunities for young athletes, which may contribute to early specialisation in track or running disciplines. Participation in non-local leagues is often expensive and has a perceived lack of value from athletes. However, there is encouraging growth in the popularity of field event-specific meetings, suggesting a shift in athlete and coach preference away from more traditional competition formats.

Clubs & Grassroots

A wider challenge impacting the development of field events lies in the structure of athletics clubs, which are heavily reliant on volunteers to manage operations and support both coach and athlete development. The limited time and capacity of these volunteers often make it difficult to address event group gaps within their programmes. Clubs lacking expertise in jumps, throws, and hurdles frequently struggle to access local coaching support, largely due to a lack of recruitment and development initiatives within the club community. In addition, regional support through England Athletics or regional projects does not cover every area of England making it difficult for some clubs to access technical support and expertise. In some cases, club rivalries further complicate matters by creating environments that discourage collaboration and shared coaching resources. Additionally, the lack of accessible data on active field event coaches within clubs makes it challenging to identify priority areas for coach development and to establish effective networks and communities of practice.

Coach Education & Development

The ongoing Coach Education Review project, commissioned by EA following the transfer of education responsibilities from UKA to EA in October 2023, has already begun addressing many key areas identified for development within the coach education pathway and ongoing learning and development offer for coaches. Specific to field event coaches, are concerns that new coaches often feel isolated or disconnected due to limited local mentoring opportunities, and that while online coaching courses offer convenience, they can lack practical application to support and develop technical expertise. Additionally, coaches who achieve the Athletics Coach qualification have reported experiencing a lack of structured learning pathway for further development. The high cost of advanced coaching qualifications also remains a significant barrier for some. Reassuringly, the review project has picked up the majority of these issues, and recommendations will highlight the unique support required for field event coaches.

Schools & Entry Points

There is a growing disconnect between schools and athletics clubs, largely driven by systemic gaps in school sport partnerships and the PE curriculum, as well as the increased demands on teaching staff, impacting on the volunteer workforce in grassroots sport. Most teacher training programmes no longer include fundamental field event components, leaving many teachers without the knowledge or confidence to deliver quality athletics experiences. Additionally, the lack of structured local school

competition in some part of England means that opportunities for school athletes to engage in athletics, especially the more technical field events, are limited and often dominated by independent schools. This inequality is further impacted by limited communication and collaboration between teachers, schools, county athletics associations, and local clubs, resulting in missed opportunities to create a clear pathway for young athletes.

Talent & Performance

Field event athletes transitioning into senior performance athletics often report a lack of clear support and guidance when making crucial decisions about university and college environments, talent hub opportunities, and their long-term performance development options. There is a need for more information and support to help them navigate these options effectively. Additionally, while there is growing prevalence in self-employed paid coaching, further exploration is required to assess whether this positively impacts field event athletes, or introduces new challenges particularly within the club system and volunteer network. Notably, some progression in employed and professional coaching in performance environments has largely only centred around track events. This has contributed to a perception among athletes that field disciplines are the "poor relation" of track events, which tend to attract greater commercial interest and investment.

Facilities

Athletics is rarely prioritised within local council sports development plans, with funding for the field event facilities typically lower than that allocated to running disciplines. This underinvestment has limited the growth and visibility of field events from grassroots to performance levels. There is a need for stronger, more targeted strategies to attract local and national investment that can help bridge the funding gap and raise the profile of field events. The forthcoming EA/UK Facilities Strategy, set to be published in summer 2025, will play a key role in this effort by identifying priority areas for investment and innovative solutions in field events.

Recommendations

Following a comprehensive review conducted by the wider Task and Finish Group of the webinar, a series of key recommendations have been developed to address the findings and insights identified during the consultation process. These recommendations are the result of in-depth discussions, and stakeholder input gathered throughout the review project. They are intended to identify key gaps in support provision, inform strategic planning, and guide the next steps in addressing the issues outlined in the review.

To support effective operational planning and implementation, the recommendations are listed for each area as a priority across three timescales: short term (actions that could be influenced within 1–2 years), medium term (changes likely achievable over 2–4 years), and long term (goals that are harder to influence and may require continuous development beyond four years). The recommendations are presented below for consideration and implementation.

Competition

Short Term

- Ensure field events are central within development of new competition formats for U10s and U12s, ensuring rewards/incentive for athletes competing in multiple events
- Continue to promote and showcase competition best practice through EA Coms channels

Medium Term

- Work with and support league competition providers at all levels to adapt scoring to better encourage participation in field events
- Develop a regional framework/competition model for field event only competition for clubs to adopt

Long Term

- Explore and embrace technology changes to reduce the officiating requirements for field events and identify pilot competitions for implementation
- Work with broadcasters and streaming companies to find innovative ways to engage new audiences with high performance competition, and better promote elite athletes

Clubs & Grassroots

Short Term

- Publish a detailed map of field event coaches and delivery offer within clubs across England
- Continue to implement our planned field event strategies, focusing on the development of targeted event groups and locations through ongoing athlete and coach development workshops

Medium Term

- Review and enhance current regional development opportunities for coaches, ensuring consistent delivery and broad geographical distribution of local training activities for both coaches and athletes

Long Term

- Review opportunity for increased investment in regional club support through employed roles or contracted positions, aimed at providing targeted assistance to clubs in developing field event coaches, athletes, and activities.

Coach Education & Development

Short Term

- Consider the findings of the Coach Review Project and align targeted field event strategies for coach qualification and development with the project's timeline

Medium Term

- Formalise the existing ad-hoc coach mentoring activities into a structured, event-specific mentoring programme, enabling club coaches to regularly engage with technical experts and enhance their development

Long Term

- Embed all recommendations from the Coach Review Project and ensure that field event coaches are supported through a clear, targeted strategy integrated within the overall delivery plan.

Schools & Entry Points

Short Term

- Develop an update a database of schools' contacts to be shared with local clubs and coaches, and equally continue to promote EA Club Finder and Club Hub to schools networks
- Continue to promote run, jump throws resources to schools and teachers

Medium Term

- Explore whether an EA schools coordinator role could improve the connection between clubs and schools, and add support within the voluntary sector
- Identify partnership opportunities with county schools associations to pilot inclusive school competition formats

Long Term

- Assess the time and resources required to influence PE teacher training and the national PE curriculum in order to see better field event teaching in primary and secondary schools

Talent & Performance

Short Term

- Continue to promote Event Group newsletters to athletes and coaches on the talent pathway sharing development opportunities, competitions, showcase best practice and broaden communities of learning
- Broaden the current YTP education workshops on university choice and transition to the wider sixth form competitive athlete community

Medium Term

- Expand the Talent Hub network to more universities with paid coaching roles, and a field event specialist focus within at least two sites
- Relaunch the University Charter Mark scheme to recognise and highlight universities with good athletics provision, including specialist event group coaching and development opportunities

Long Term

- Explore interest within the club network for developing a programme to recognise and accredit clubs that provide excellent talent development environments, potentially aligned with the England Athletics Club Standards framework

Facilities

Short Term

- Consider the findings from the UK/England Athletics Facilities Strategy Review to identify key areas of support required for the development and sustainability of field event venues
- Work collaboratively with the EA Facilities Manager to develop a plan for implementing targeted resources and/or key projects aimed at protecting and enhancing field event facilities

Medium Term

- Support the promotion of key online facility platforms and tools aimed at building an accurate, nationwide map of specialist field event facilities across England and provide athletes and coaches with an up-to-date picture of available venues

Long Term

- Support the implementation of all elements of the UK/England Athletics Facilities Strategy, with a focus on embedding all aspects of the plan that directly impact the effective delivery and development of field events

Next Steps

To ensure the effective implementation of these recommendations for developing field event disciplines in England, the next phase will involve developing a clear delivery framework that considers time, cost, impact, and ownership for each recommendation. This responsibility and planning model will provide a structured approach to prioritising actions and allocating resources which will help to ensure that these recommendations are implemented effectively within the annual operational plan. Each recommendation will consider feasibility, staff allocation, cost and impact, with timelines and lead responsibilities clearly defined to support accountability and the track of progress.

Progress will be tracked bi-annually using project management tools and formal reports submitted to the England Athletics Board and the dedicated Task & Finish Group. This process will facilitate regular reviews and enable adjustments where necessary. Stand-alone projects requiring additional or increased investment will be identified, with targeted proposals prepared to support these key interventions. This strategic and transparent approach is intended to drive meaningful change in field events, while remaining aligned with the broader objectives of the EA 2020-2032 Strategy, and the annual operational planning process for developing the wider sport.

Finally, this report will be shared with the full Task and Finish Group who contributed to the review and recommendations. In addition, a summary of this report will be shared with the stakeholders that were consulted with during the online webinar sessions.

Appendices

Appendix 1. Situational Analysis of Field Events in the UK

Appendix 2. Terms of Reference for Field Event Task & Finish Group

Appendix 3. Webinar Series 1 Summary

Appendix 4. Webinar Series 2 Summary

Appendix 5. SWOT Analysis Survey Results

Appendix 1. Overview of the Current Landscape of Field Events in Athletics in the UK

1. Introduction and Strategic Context

There are 18 medal events in the field disciplines and combined events at the Olympic Games, accounting for 43% of the total medals available in athletics. Yet, since 2000, the UK has only won 6 medals in the jumps events, 6 medals in the heptathlon and just 2 medals in throwing events.

The Paris 2024 Games saw continued success in women's combined events with a silver for Katarina Johnson-Thompson, and Jade O'Dowda finishing 10th in her debut Olympics. However, in the individual field events, just one British athlete, Jacob Fincham Dukes, made a final finishing 5th in the long jump. As a result, many key stakeholders, including performances coaches, former athletes and funding partners, have questioned why the UK is not producing more elite field events athletes.

The strategic priorities of England Athletics focus on developing junior athletes and their coaches through selective talent programmes, regional event development work, junior international competition opportunities and enhancing club and training environments to ensure young athletes have access to high quality experiences within the sport.

Collating feedback and insight from event specific advisory groups, technical experts and employed governing body staff, this document aims to provide a high-level summary outlining the key factors impacting the successful development of field and combined events in the UK. Highlighting the most significant challenges, including insufficient coaching depth, declining facility access, and limited competition opportunities, key recommendations are identified for creating a thriving pathway for field events, where athletes can progress from club-level participation to international competitions, and ultimately, to podium success at global championships.

2. Situational Analysis

The following situational analysis provides a comprehensive overview of the current factors influencing the development of field and combined events in the UK. By identifying key challenges and gaps in the system,

workforce and opportunities, this analysis will inform strategic recommendations to influence future initiatives.

2.1 Grassroots & Club-Level (U13 – Senior)

Throws

Coaching: There is a lack of specialised throws coaches. Most clubs rely on volunteers who coach across multiple events so many coaches lack experience in all four throwing disciplines (shot put, discus, javelin, hammer).

Venues: Many clubs lack dedicated throws facilities, and access to venues is declining due to local authority budget cuts. A facility strategy is urgently needed to secure future development.

Competition: Competitions lack depth and participation, with many athletes competing only for league points rather than improvement. Introducing minimum standards for earning points could encourage better performance.

Jumps

Coaching: The coaching depth is low, especially in technical events like pole vault and combined events. The availability of coaching varies by region, with the North of England suffering the most. Many coaches are older, and the sport has seen a decline in the coaching workforce post-COVID. Furthermore, the current coach education offering is not preparing coaches competently enough to be confident in the club environment with large gaps of technical not covered.

Venues: Facility access is limited, with rising costs and poor maintenance. Indoor training is particularly challenging, especially for pole vault, and by extension, Decathlon.

Competition: Youth leagues often fail to support technical events such as pole vault, and there are few open or event-specific competitions.

2.2 Talent Pathway (U17 – U23)

Throws

Coaching: Coaches require a better understanding of athlete development and collaboration with support services. There is a lack of engagement with the informal education and support organised by England Athletics.

Venues: Indoor training opportunities are sparse, forcing athletes to travel long distances or cut sessions during colder months.

Competition: There have been improvements, including the establishment of the Pickering Memorial Throws International and the creation of UKA/EA Winter Long Throws Championships. However, more annual championship competition opportunities for U18 and U23 athletes are needed.

Jumps

Coaching: The same coaches are supporting the talent pipeline year on year, but there is limited coach development beyond the early stages for coaches without athletes selected on England Talent Programmes. Many athletes migrate to the U.S. for better support and education.

Venues: As with grassroots, facility access remains a significant challenge, particularly for indoor training.

Competition: Domestic competitions are improving, but limited international opportunities, especially for U18s such as Commonwealth Youth Games and European U18 Championships. There is a need to align competitions with talent pathway objectives.

2.3 Performance (U23 – Senior)

Throws

Coaching: Understanding what it takes to win remains a knowledge gap for many coaches. There is a lack of professional coaching opportunities in the UK, with athletes often seeking training camps abroad.

Venues: Facilities remain a challenge, and elite athletes frequently need to travel abroad for quality training environments.

Competition: Limited WA ranking points-scoring opportunities exist in the UK outside national championships, pushing athletes to compete in the U.S. and Europe.

Jumps

Coaching: More full-time coaches are available within performance environments, but there are concerns about new, less-experienced coaches. Ex-athletes entering coaching roles often lack the competencies needed at this level.

Venues: Indoor venues like Loughborough and Manchester are essential hubs, but there is still a lack of access to strength and conditioning facilities.

Competition: International competitions offer ranking points, but the UK has few high-level events. Athletes are increasingly competing in Europe or the U.S. to improve their rankings.

2.4 High Performance (World Class Programme - WCP)

Throws & Jumps

Coaching: The depth of coaching at this level is critically low, with few coaches operating within the WCP. Many athletes train abroad due to the lack of professional coaching support in the UK.

Venues: Regular international training camps are necessary as UK facilities do not meet high-performance needs.

Competition: Opportunities remain limited, especially for WA ranking points in domestic competitions. Athletes often rely on agents to plan their competition schedules, aiming for points in Europe or the U.S.

2.5 Performance Data and Athlete Tracking

In recent years, there has been a growing emphasis on the use of performance data and athlete tracking to enhance coaching, competition preparation, and overall athlete development in both throws and jumps. The adoption of more sophisticated data analysis methods, wearable technology, and athlete monitoring systems is helping coaches and support staff make informed decisions about training, injury prevention, and competition strategy.

Throws

The throws community has increasingly integrated performance metrics, such as velocity, angle of release, and release speed, into training sessions. This data is collected using high-speed cameras, motion analysis software, and accelerometers. However, access to advanced data collection technology is uneven, with elite athletes benefiting the most, while grassroots and club-level athletes often lack these resources.

Monitoring the training load and physical condition of throwers, particularly in relation to strength and conditioning programmes, is becoming more common. Platforms that track fatigue, recovery times, and injury risks help athletes and coaches make adjustments to prevent overtraining and optimise performance. However, there is still a need for more widespread education on how to use these tools effectively, especially at the talent pathway levels (U17-U23).

Jumps

In jumps, biomechanical analysis tools are used to track take-off angles, speed, and approach consistency. For events like pole vault and high jump, precise measurements of bar clearance, speed, and technique during flight are key metrics monitored using video analysis and sensor-based systems. Similar to throws, access to this technology is limited outside of high-performance environments.

Coaches are paying closer attention to longitudinal data, comparing seasonal progressions and identifying areas of technical improvement. Jumps coaches are using this data to fine-tune athletes' run-up velocity, flight mechanics, and take-off precision. Despite the availability of data, there are gaps in applying these insights across all levels due to a lack of expertise in interpreting data or inconsistent access to the necessary technology.

3. System Gap Analysis

Throws & Jumps

Leadership: There is a lack of strategic leadership at UKA, and the advisory group for throws, jumps and combined events have dissolved, creating a fragmented system. England Athletics have event specific steering groups that are sufficiently strategic and aligned to EA wider strategy, but do not provide strategic leadership for high performance athletes and coaches.

Coaching: More professional coaching opportunities are needed, support with performance development programmes and informal education to help coaches develop talented athletes. The lack of insight into the coaching workforce, limited coach education, and absence of structured mentorship pose significant issues.

Venues: A comprehensive facility strategy is needed to ensure year-round access to quality training environments and protect field event training spaces. Infield spaces are being repurposed for other sports, limiting access. Indoor facilities are scarce, and clubs lack access to high-quality venues during the winter months.

Competition: Lack of high-quality events for performance athletes in the UK, including no combined events at British Championships indoors or outdoors. The competition structure must align with the performance and talent pathway, focusing on creating a series of high-quality events.

Data Collection: One of the key challenges is the absence of a standardised data collection system that can be uniformly applied across all levels of competition and training. Currently, most of the data-driven approaches are concentrated at the elite level, leaving club and talent pathway athletes without sufficient data support.

4. Strategic Recommendations

Based on the analysis of the current landscape within field and combined events with the UK, the following recommendations have been identified to further enhance the event specific strategies England Athletics currently deliver.

Throws & Jumps

1. Prioritise nationwide strategic leadership by appointing a UKA Head of Field and Combined Events.
2. Identify and create dedicated and specialist field event Talent Hubs with paid coaching staff and support services available for athletes in the talent and performance pathway, with coach succession planning in place to support future generations
3. Implement a comprehensive coach recruitment and development strategy, identifying collaborative opportunity for employed coaching roles.
4. Develop a field specific facility/venue strategy that includes all-weather training solutions and innovative technologies.
5. Create a field specific club coach recruitment and development programme, working in partnership with the Club Support team, proactive track and field clubs, and Regional Councils
6. Enhance coach education to address the lack of technical knowledge and foster expert coaching environments in clubs, Talent Hubs and universities.
7. Create more strategic and structured, event-specific competitions to support the athlete pathway and performance improvement.

Darren Ritchie

England Athletics Event Group Lead for Jumps and Combined Events

Nick Ridgeon

England Athletics Event Group Lead for Throws

Appendix 2. Terms of Reference Field Events Task and Finish Group

Context

Following the England Athletics autumn Board meeting, field events were a key topic of discussion as part of a wider review of the 2024 track and field season, and ongoing work exploring retention of athlete within the pathway. This focus was prompted by concerns over the depth of grassroots participation in field events and the transition of talented athletes from junior to senior level, alongside reflections on selections and performances at the Paris 2024 Olympic Games. England Athletics is committed to addressing these issues to strengthen the long-term health of the sport.

The EA Board has commissioned a short-term Task and Finish Group to explore field event development comprehensively across the whole sport. This initiative will consider insights from the ongoing Home Country Athletics Federations-led review of track and field participation and will align objectives with the 2025-2029 funding cycle to enhance the English talent pathway.

A report with recommendations will be presented to the EA Board by Easter 2025, ensuring a collaborative and strategic approach to sustaining and growing field events at grassroots and within the talent pathway.

1. GENERAL PURPOSE

- 1.1 The Field Events Task and Finish Group is a time limited group answerable to the Board of England Athletics.
- 1.2 The Task and Finish Group`s primary responsibility is to provide a focused review of existing strategies and activity plans, constructive challenge, input, analysis, and a set of informed recommendations for our Board to consider and approve to help create positive change in the provision of field event support services and development plans in England.
- 1.3 The Task and Finish Group focus will primarily be Field events in the context of activities under the direct control and/or influence of England Athletics.
- 1.4 The Group will not focus on World Class Performance responsibilities that fall under the direct remit and control of UKA however the findings of this review will be shared with UKA who themselves are currently undertaking a review of Field event development and leadership in the World Class space. There is clearly a golden thread that runs from England to UKA in terms of participation, development, and performance and this is reflective of these Terms of Reference.
- 1.5 The Group will work to prepare a report with supporting recommendations that will consider, but not be limited to, provision in the areas of Coach Education/Development, Facility Provision/Development, Club Development, Schools Athletics, Competition delivery.
- 1.6 The Group will consider what is already being carried out in the area of Field events in England and will elicit the input and views of “experts” working in this space and the views of athletes.
- 1.7 The Task and Finish Group will advise the lead executives on the Group on external communication matters relating to this topic with specific focus on ensuring that our members are kept abreast of developments as required.
- 1.8 The Group will advise the Board on any financial/resourcing considerations arising from the various options and recommendations
- 1.9 The Group will engage with England Council as appropriate in shaping the work of the Group in line with this TOR

- 1.10 The group will commence its initial business in January 2025, and will conclude its work remit by end of March 2025.
- 1.11 The Group will provide updates on progress made at the EA Board meeting held in November 2024.

2. MEMBERSHIP

- 2.1 Membership and the Chair of the Task and Finish Group will be ratified by the EA Board.
- 2.2 The Chair of the Task and Finish Group shall be a NED of the EA Board.
- 2.3 The Task and Finish Group will be coordinated by both the England Athletics National Event Leads for Throws and Jumps/Combined Events.
- 2.4 Secretariat will be provided by administration from within the EA Talent Department

It is recommended that representation on the group includes.

- EA Board sponsors x 2
 - EA Club Support/Participation x 1
 - EA Facility Development x 1
 - EA Coach Education x 1
 - England Council x 2
 - HCAF representative x 1
 - Field event coaches from the athletics community x 3
 - Athlete representation x 2
 - Club leader representation x 2
 - Officiating x 2
 - Attendance will be offered to EA Head of Talent Development
 - UKA Performance staff will be offered the opportunity to join the group
- 2.5 Only members of the group have the right to attend meetings, but other individuals may be invited to attend whole or part of the meeting if appropriate from time to time.
 - 2.6 The group may request the presence, at any of its meetings, of any employees of the Company as it may decide.

3. MEETINGS

- 3.1 The Chair of the group will chair each meeting of the group.
- 3.2 The group will meet as many times (physically and virtually) as required to complete the task delegated to the group. content of the agenda for each meeting shall be drafted by the Chair in partnership with the National Event Leads.
- 3.3 The nature of the group, and the timeline for many of the responses required mean that the meetings/online discussions will not have an agenda and papers. At all times the reason and purpose of the meeting will be clearly stated in the invitation to attend.

- 3.4 The designated administrator (or their substitute) is responsible for producing a note of decisions of the group meetings and the final report to the EA Board. The notes will be passed to the Chair of the group and circulated to all group Members within 48h of meetings being held.

4. REPORTING

- 4.1 The Chair of the group shall report formally to the Board at significant points as determined by the group and at minimum every Board meeting during the timeframe for the Group.
- 4.2 Subject to the prior approval of the CEO, the group is authorised to obtain at the Company's reasonable expense outside legal or other professional advice on any matters within its Terms of Reference.

Appendix 3. Webinar Series One Discussion Summary

Competition

- There is limited multi-event competitions for young athletes, possibly leading to early track/running specialisation
- Non-local league participation is impacted by travel requirements, costs, and perceived importance
- The field event season is relatively short, limiting opportunities for athletes
- Field event specific meetings are growing in popularity compared to more traditional competition formats

Clubs and Development

- Clubs without expertise in jumps, throws and hurdles often struggle to find local coaching support due to lack of local/regional specialist event development support programmes
- Club rivalries can create a challenging environment and restrict access to collaborative approaches to coaching
- There is a lack of accessible data on active field event coaches within clubs to inform where to prioritise coach development opportunities and create networks and communities of learning

Coach Education and Development

- There are limited local mentoring opportunities which can leave many new coaches feeling isolated
- Online coaching courses offer convenience but often lack engagement
- After reaching Athletics Coach, coaches receive little structured guidance on further development
- The cost of higher-level coaching qualifications can be a barrier for some coaches

Schools and Entry Points

- Most teacher training no longer includes fundamental track and field education
- There is a lack of local structured competition, with the Schools Cup primarily dominated by private schools
- There are limited communication channels between teachers, schools, county organisations, and clubs

Talent and Performance

- The discontinuation of Throws Fest has had a negative impact on the throws community
- Clearer support and guidance are needed to help athletes make informed decisions regarding university and college options, talent hubs, and their ongoing performance development into senior athletics
- Further exploration is needed to determine whether an increase in paid coaching opportunities would be beneficial or create additional challenges for performance athletes

Facilities

- Athletics is not always prioritised within local council sports development plans
- Funding for athletics is comparatively lower than for other sports
- Stronger strategies are needed to attract both local and national sponsorship

Appendix 4. Webinar Series Two Discussion Summary

Competition

- Promotion campaign for PB awards, RJT competition formats, and clubs adopting the RJT approach
- Adapt leagues to be shorter, more localised, or virtual to enhance accessibility
- Refine league scoring to encourage participation in field events
- Schedule county championships later in the season, or allow for more flexibility in competition schedule for better athlete development competition pathway
- Encourage competition provider to expand field event opportunities in open competitions (April–October) and improve promotion
- Enhance major competition coverage with knowledgeable commentary to engage and educate audiences
- Explore technology to streamline officiating requirements
- Integrate talented young field event athletes into high-profile competitions like the Diamond League

Clubs and Development

- England Athletics assist clubs in developing and modernising their operations
- Support clubs in growing and developing their coaching workforce beyond initial qualifications through opportunities, but also identifying grants and partnerships with local authorities
- Facilitate the development of regional coaching communities where field event coaches can collaborate and share best practices
- Encourage clubs to partner with local organisations/academic institutions/other clubs that have field event coaching expertise
- Establish a comprehensive mapping of coaching expertise and align it with regional council development plans

Coach Education and Development

- Enhance coach retention through recognition initiatives as well as promoting and investing paid coaching opportunities
- Support and encourage former athletes to transition into coaching roles
- Develop a network of trained and experienced coach mentors and a “mentor finder” tool
- Incentivise coaches to take ownership of their development and pursue further qualifications, masterclasses, and workshops
- Reduce administrative processes for licence renewals and improve access to resources like the Athletics Hub
- Celebrate coaching contributions through awards, service recognition, and CPD tracking
- Grow regional coaching initiatives and online event specific communities of practice
- Develop advanced certifications (e.g., performance, children’s or masters coaching)
- Utilise platforms like WhatsApp for CPD and explore structured CPD requirements for licence renewal

Schools and Entry Points

- Collaborate with HCAFs to integrate field events into PE teacher training courses
- Develop a CPD programme to support PE teachers in delivering athletics, with a focus on field events and adapting for limited field event facilities and equipment
- Establish a comprehensive database of key contacts, including SGOs, schools, facilities, clubs, and counties
- Encourage clubs to loan equipment to schools to enhance participation
- Facilitate the donation of older equipment from clubs and facility providers to schools
- Support County Schools Associations Adapt and implement successful models (e.g. Hertfordshire schools league) in other regions
- Introduce a dedicated competition final within ESAA competitions for state schools
- Appoint a Schools Development Officer to strengthen relationships between athletics organisations, clubs and schools

Talent and Performance

- Promote existing universities talent hubs that support talented field event athletes to balance academics and athletics
- Expand the talent hub network and create more paid coaching opportunities in field events
- Ensure talent hubs provide broader support and development opportunities for local coaches and clubs
- Expand and promote Event Group newsletters to reach a wider audience while maintaining GDPR compliance
- Deliver a parallel coach development programme at YTP level for supporting coaches working with talented athletes focusing on transition to senior level
- Strengthen the relationship between YTP coaches and personal coaches of YTP athletes to ensure development of the athlete-coach pair

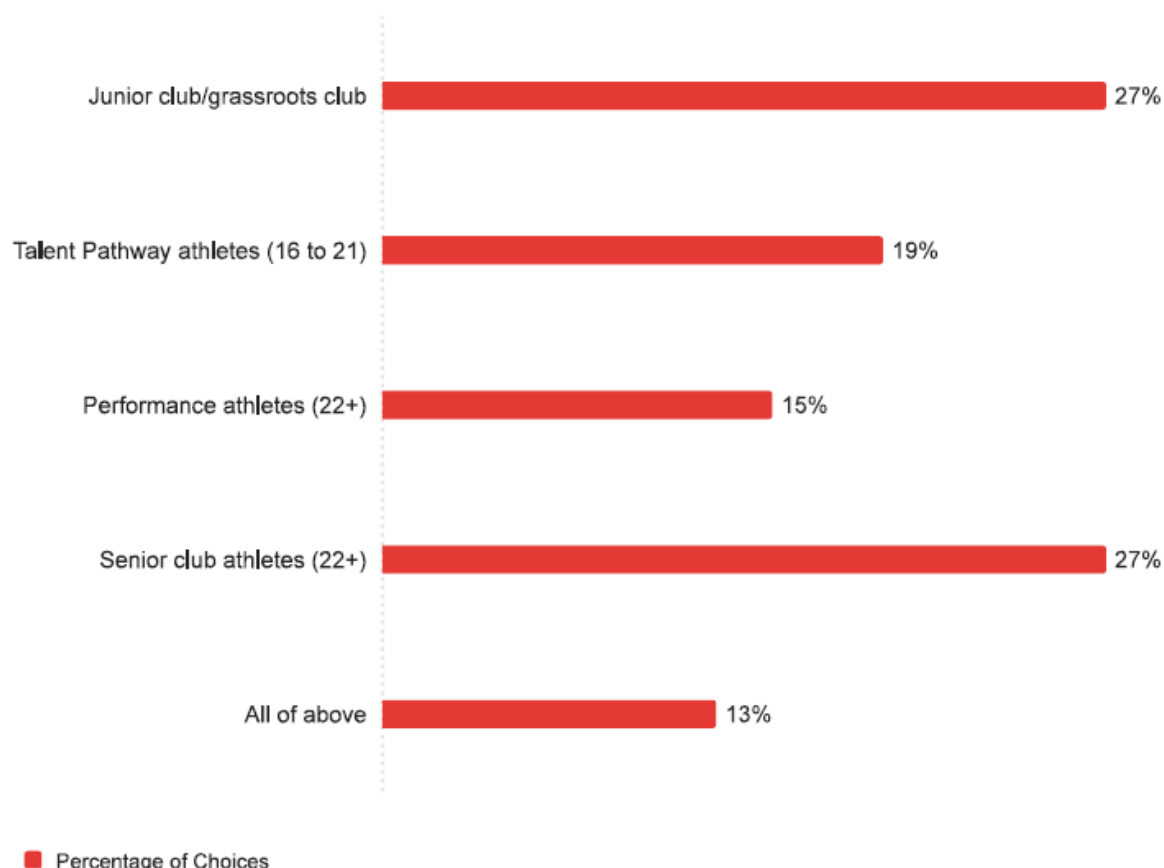
Facilities

- Conduct a detailed mapping of all facilities and the field event offerings available at each location
- UKA and HCAFs to develop a facilities strategy aligned with available resources, including clear timelines for completion
- England Athletics to actively encourage clubs to raise and log concerns regarding facilities to ensure continuous improvement
- England Athletics to provide incentives for facility owners to maximize the use of field event facilities
- Revisit code of practice for facility owners to follow for adult athletes training unsupervised
- Create a model blueprint for field event spaces that can be provided to developers seeking to relocate field events from infield areas
- Extend the Trackmark program to include field event equipment standards

Appendix. 5 SWAT Analysis Survey Results

Firstly, what age and stage of field event athletes do you support/engage with most frequently (you can pick more than one):

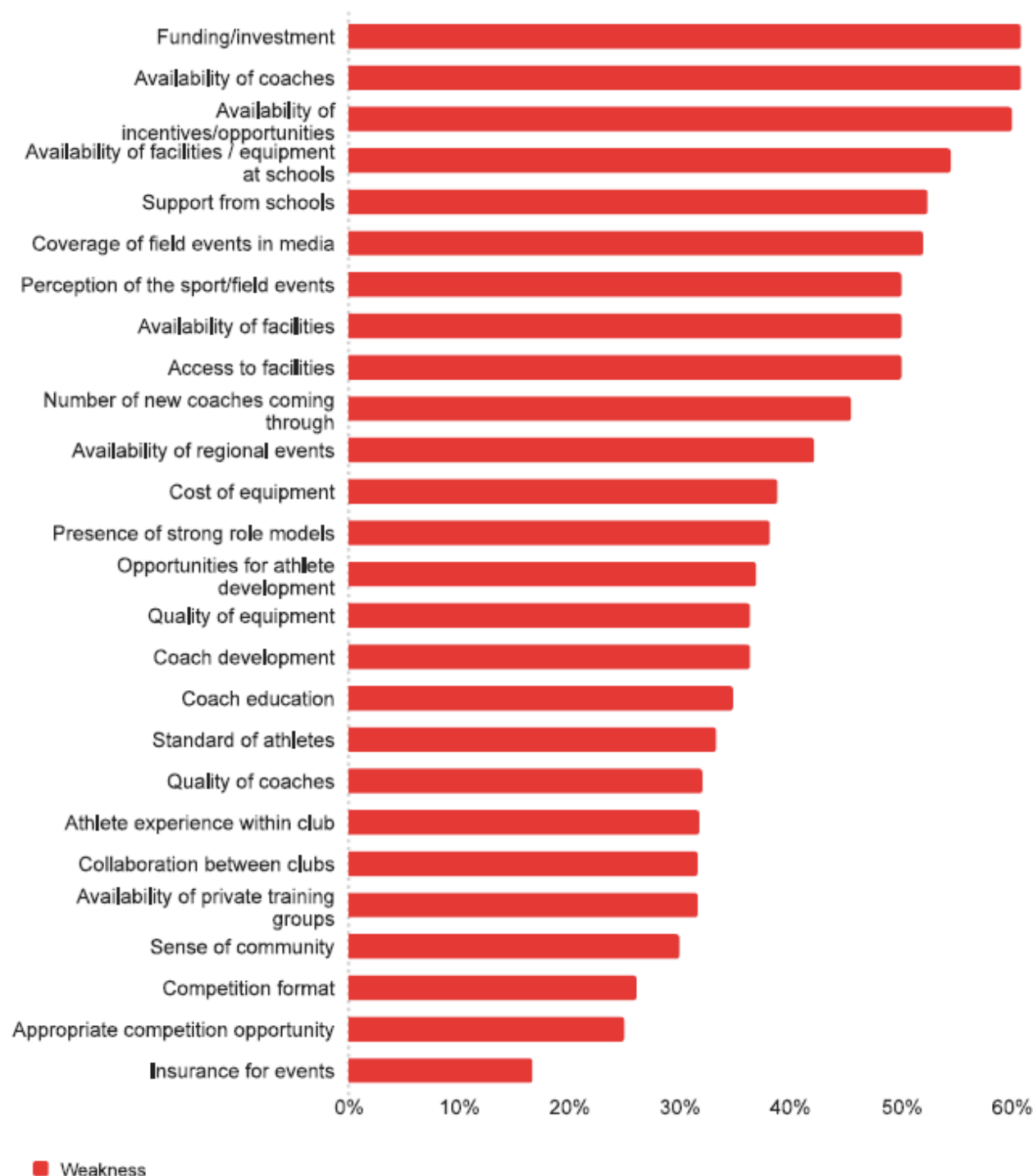
19 Responses



What do you think are the key opportunities, threats, weaknesses and strengths...

Ranked by perceived Weakness

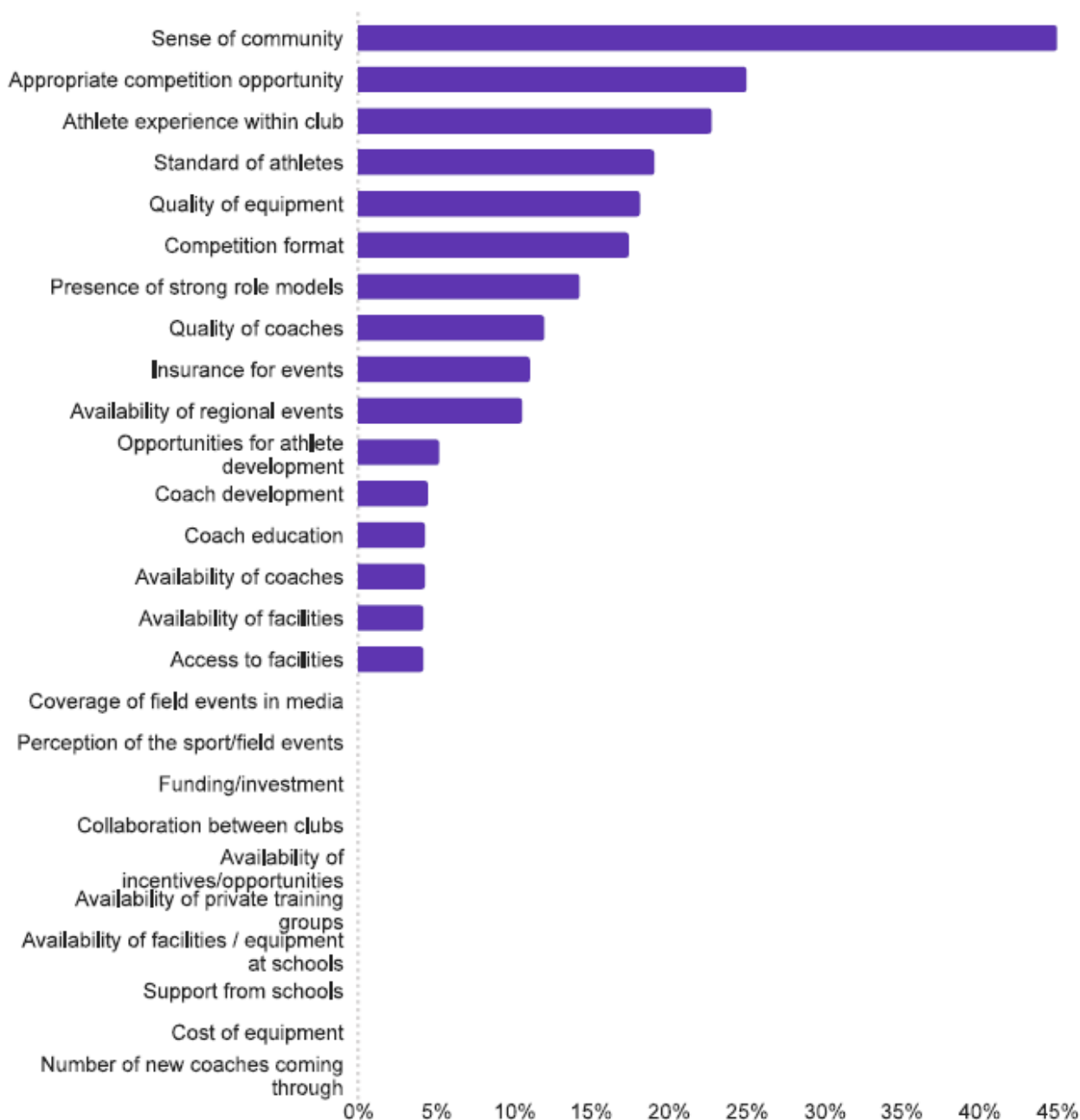
18 Responses



What do you think are the key opportunities, threats, weaknesses and strengths.

Ranked by perceived Strengths

18 Responses

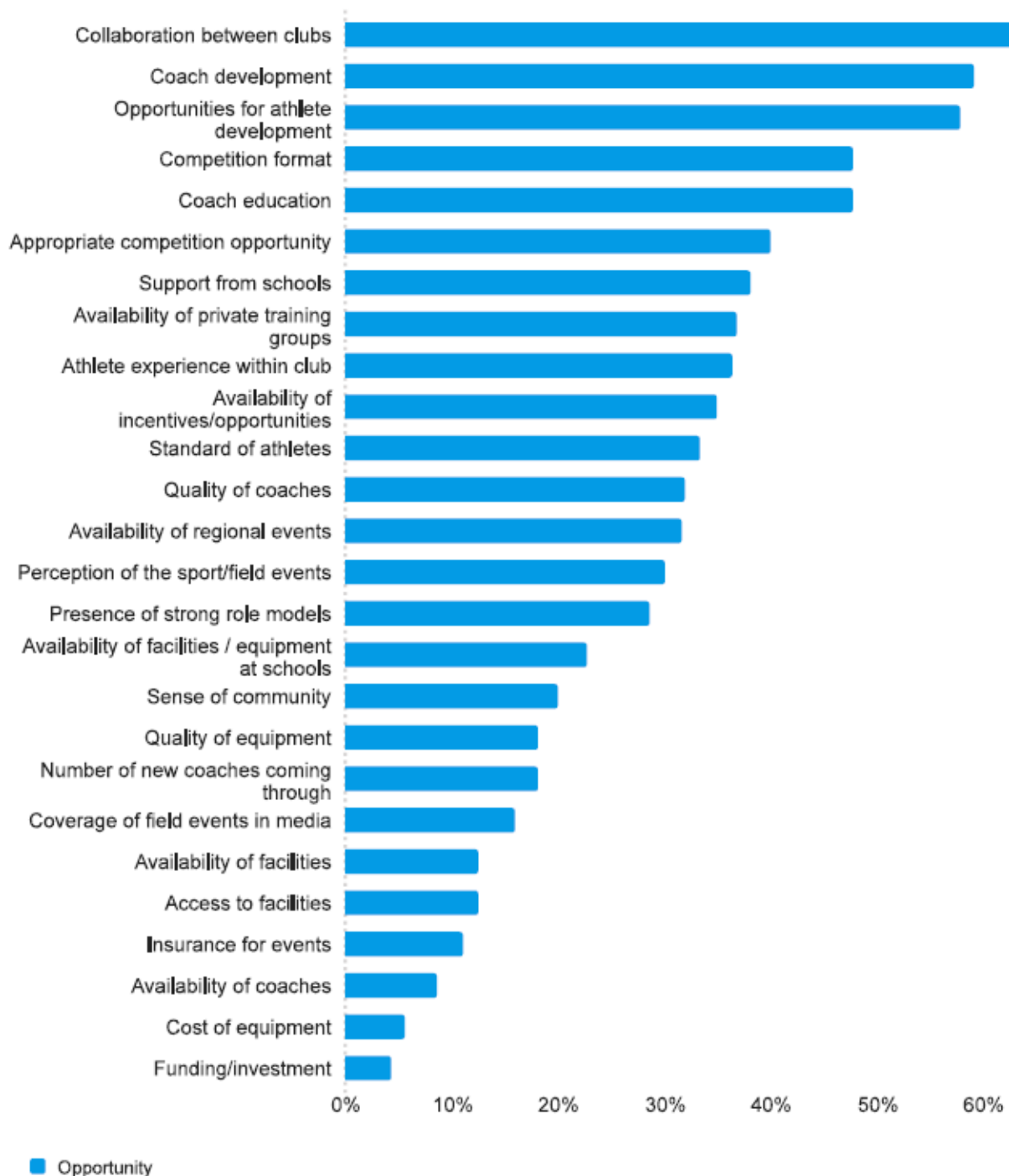


■ Strength

What do you think are the key **opportunities**, threats, weaknesses and strengths...

Ranked by perceived Opportunity

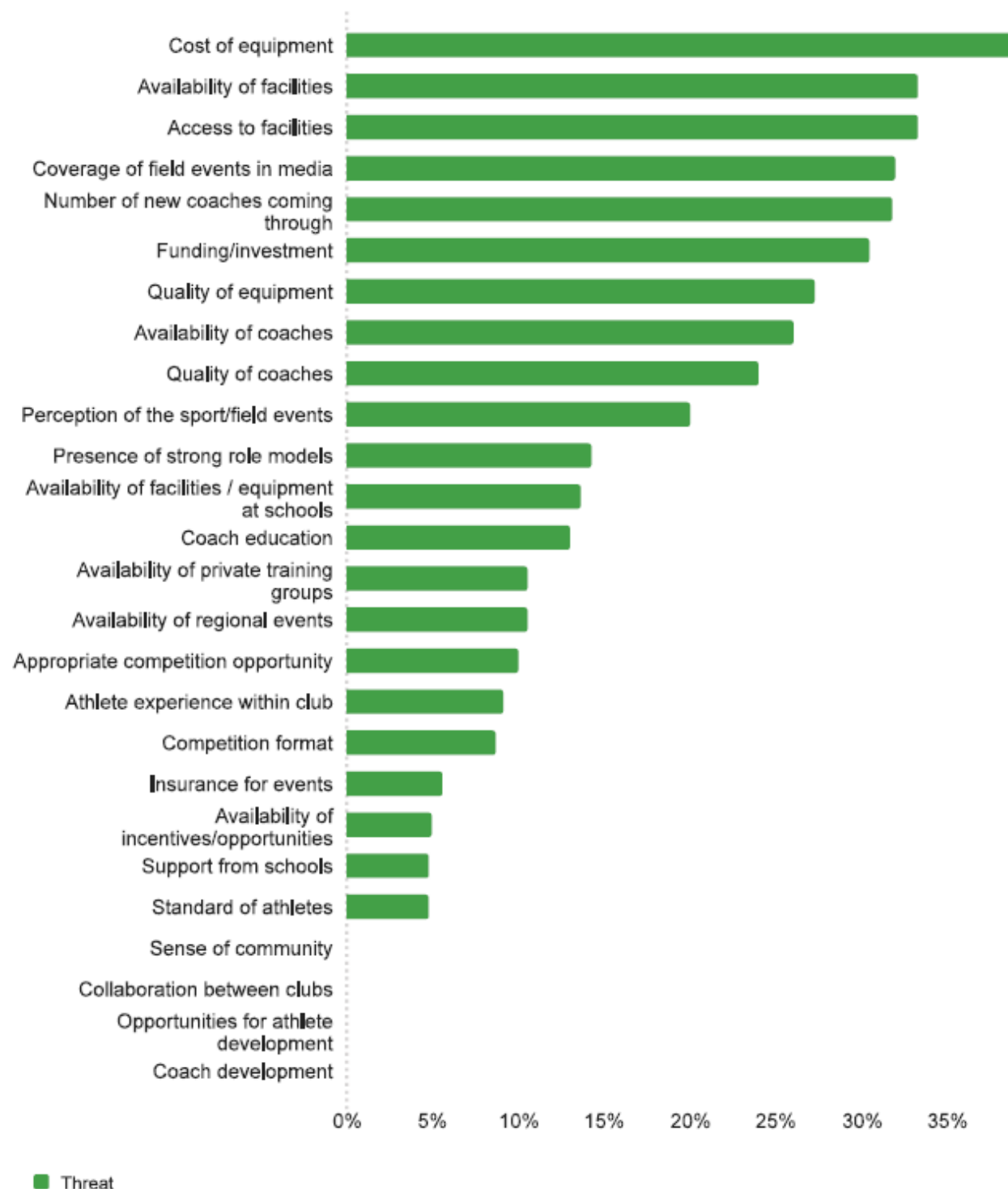
18 Responses



What do you think are the key opportunities, threats, weaknesses and strengths...

Ranked by perceived threats

18 Responses



Is there anything not mentioned in the previous question that you feel is a real opportunity or issue?

14 Responses

Is there anything not mentioned in the previous question that you feel is a real opportunity or issue?

Some events have difficult coach development pathways, especially triple jump, pole vault, hammer and discus due to the coach education system and the lack of opportunities to train up as a coach.

Mentoring and creating opportunities to link athletes and coaches with this support.

Injuries within field events, physiotherapists are often unaware of the demands of the event which leads to lots of injury problems --> quitting

Trying to find the way to encourage young children to all the different activities in the sports from early age.

No

There is a real sense amongst (at least) the throwing community that the senior management of UKA/EA just don't care about "our" events (no shot at the Keeley Classic for example).

No

Communication

Working in silos - more cross training

An opportunity would be the creation of a hierarchical system of public coach recognition to better support professional / private training group coaches who are able to offer services and develop athletes beyond the scope of a club system. To encourage clubs to be welcoming to the notion of professional coaches and for each to understand the others scope. Highlighting that there comes a point where for athletes to progress they need to move beyond the scope of what most clubs can offer.

Need for additional 'have a go' development opportunity pathway designed to give an introduction to field events.

National talent ID program to look for new athletes and coaches who are not known to the sport.

I feel that due to the packed calendar and some athletes only looking to target a specific event, it is difficult to stage anything new. For example I officiated at Air Loughborough very recently and found the format exciting and different. If clubs were able to organise things like this it would add some attraction.

EA is perceived as distant, uncaring and irrelevant by many at club level, especially in more rural locations. EA must address the diminishing numbers and quality of coaches at grass roots level, specially for field events and hurdles. EA should also ensure that there are adequate and well publicised links between schools and good quality coaching. The regional club coach leads are a positive addition, but 1 day per month is far too little time to make a difference. EA must be much more focussed on developing and ensuring quality coaching at the foundational levels if the decline of track and field is to be halted.

Ageing coaching community - the majority of the coaches as I regard as my peers, are all in their 60s.

You mentioned the following are weaknesses [QID2-ChoiceGroup-SelectedChoicesForAnswer-1], which do you think should be prioritised the most?

18 Responses

You mentioned the following are weaknesses [QID2-ChoiceGroup-SelectedChoicesForAnswer-1], which do you think should be prioritised the most?

Coach education, then appropriate competition.

Coach development.
Availability of facilities.
Collaboration between clubs.
Competition format.

Coach development

Quality of coaches and availability of coaches,

Availability of facilities and equipment for clubs and schools.

Availability of coaches and facilities/equipment are a big issue for our club. We desperately need more coaches, but no one seems to want to go through the training process,

Coach education

Coaches, especially throws coaches - rarer than hens teeth.

I think access to facilities needs to be a priority because without accessibility to athletics venues as an athlete, it's very hard to train and develop within your sport. As a shot put thrower, I've struggled the past few years where I have been challenged by some staff about training alone despite having a decade plus long experience in the sport. In order for the sport to grow, adult athletes experienced in their event, aged 18 and over, must be allowed the freedom to train within their event without restrictions or limitations. Otherwise, I fear we limiting athletics training to solely club and private group functions only instead of including individual training for those who work, go to school, have family commitments etc.

Availability of incentives and opportunities

Quality of equipment, Access to facilities, Availability of facilities.

Top 5 in order:

Coverage of field events in media - Build a following

Funding/investment - Enable cash flow for development

Availability of private training groups - Encourage development beyond scope of club

Availability of incentives/opportunities - provide athlete's and coaches with a reason

Collaboration between clubs - restructure the entire system to a self sustaining semi professional model

...everything else...

Funding / investment, Support from schools, Standard of athletes.

I am torn between support from schools and availability of facilities, though I'm swayed towards facilities. Many facilities are either left to degrade by local authorities or having the infield taken over by other sports, namely football. In addition councils are contracting the management to third parties, who talk a good talk but then price people out or don't understand the needs from clubs.

Many of these issues go together, obviously. First, EA needs to know exactly where the active field events and hurdles coaches are operating and where there are gaps or too few. Then ensure there is a support/supervisory process led by adequately trained (in leadership/people management) EA staff who will support, allow communities or practice to emerge and address needs as far as possible. A lot of money is likely raised by EA via coach education. Some of that should be ploughed back to give coaches some financial assistance or even reward. Ex athletes should be provided with incentives and support to enter a coaching career in athletics. Coach Ed needs to be local, more "person centred" and much less expensive. A lot was lost when the National Coach system was ended in the late 90s. This all needs a total rethink. It may be expensive, but perhaps its a balance between "sound" finances in the short term and the actual EXISTANCE of field events and hurdles in the medium and longer term. There needs to be regional/local good quality leadership for coaching and strategies developed to address the massive gaps in field events coaching at all levels. The assumption that clubs can sort out all these problems is deeply misguided. Very few clubs can support field events and hurdles development so alternative strategies are essential, such as school/coach links. EA must resist "top downism" which just alienates people who are already struggling to function.

Improvement in coach development and competition opportunities.

Access and availability of facilities, anything to do with field events at schools - so many only focus on track events. coverage of field events in the media - if you can see it, how can you want to do it?

All a bit chicken and egg here. Better access to facilities means better opportunities for coaches. Lack of teacher training in athletics leads to lack of interest in schools hence poor investment in facilities/time. Too inter woven to extract easy answer but teacher training would be a good start.