

**Minutes of the**  
**British Weight Lifting Board Meeting**

**Date:** Thursday 26 January 2023  
**Start:** 13.30  
**Venue:** Leeds United Legends Suite, East Stand, Elland Road, Leeds LS11 0ES

**Present:** Angus Kinnear (AK), Neill Wood (NW), Matthew Curtain (MC), Philip Edmondson (PE), Jenny Tong (JT), Rupinder Ashworth (RA),

**Apologies:** Sheona Southern (SS), Kelly Sotherton (KS), Tom Whittaker (TW),

**In attendance:** Kath Leonard (KL), Emily Campbell (EC), Mark Martin (MM), Stuart Martin (SM)

**1 Welcome and Apologies**

AK opened the meeting, noting a special welcome to Stuart Martin (SM) who was attending his first face to face Board meeting. AK declared the meeting quorate and outlined the key agenda items for discussion during the meeting.

**2 Declarations of Interest**

AK reminded members that the proceedings of the meeting were confidential and noted no new conflicts of interest.

**3 Minutes from Previous Meeting and Matters Arising**

The minutes of the Board meeting held on 29 September 2022 were agreed as read and approved. It was agreed that any sensitive or highly confidential matters should be redacted from the version published on the website.

**Weightlifting Foundation Cooperation**

MC reported that he had renewed the partnership with the Weightlifting Foundation charity and noted that the two organisations had agreed to work more closely together and promote each other's work.

**Employee Bonus Scheme**

NW advised he had re-visited the previous bonus scheme paperwork and amended it in relation to the rules and targets. It was agreed the revised documents would be issued to staff, along with further explanatory notes to ensure it could be applied in a consistent

manner. MC also advised that an additional Winter allowance payment would be made to all staff this month, with the exclusion of himself, MM and KL.

#### **4 Finance Matters**

##### Management Accounts for November 2022

MM gave an overview of the November Management accounts noting an £82k surplus to this period but noting at the end of March it was expected to reduce to £26k. He noted that there remained an underspend on staff (due to vacant posts) but an overspend on recruitment (CEO/NEDs) and Sport England projects. He provided an overview of the financial risks and opportunities noting the volatility in course sales/income. MM also gave an update on the current bank balance and reserves which remained healthy. There was a discussion over whether the gaps in staff had affected the overall growth/financial performance and it was requested that an analysis of the impact be considered. Future budgeting principles to be used were also discussed.

##### HMRC

[REDACTED]

##### BWL Foundation Update

It was noted that the Trustees had met recently. NW reminded the Board that an award had previously been made to Her Spirit for £5000 and three further small applications had recently been reviewed and will be actioned in part. The Trustees were reviewing the remit of the charity, noting one of the main focusses would remain on education, as well as other projects, and that it would approach a consultant to assist with this process. JT suggested that it would be more appropriate to focus on *helping people* rather than education. NW noted that the aim was to support the grassroots level of the sport whilst noting due to limited funds the remit would need to be tightly defined and appropriate. AK suggested considering whether it was a grants/applications led charity or if it would be better to deliver certain programmes. NW also noted that the Trustees were considering adding additional trustees to the group.

#### **5 Decisions Taken outside the Board Meeting**

##### 2022 Annual General Meeting (27 October 2022)

MC reminded the Board that the AGM had been held and was followed by a useful question and answer session.

##### IWF Athletes Commission Election

MC reminded the BWL that two individuals had been nominated and Cyrille Tchatchet II had been successful on being elected.

##### Anti-Doping Rule Violations – British Championships 2022

[REDACTED]



### Review of BWL Articles

MC advised that the Articles were to be reviewed in order to allow a fully online AGM, the constitution of an Athlete's Commission and for Home Nation representation on the Board. There was a discussion over the HN representation and it was agreed that an Informal Working Group should be established to consider this.

### 2022 Staff Surveys

The report from the latest survey had been shared with the Board noting it was fairly positive with a change in culture being noted. MC noted that SLT had reviewed the results and were following up on some actions. JT felt the increase in neutral responses was concerning but MC felt it was too early to judge this.

### IWF Matters

MC reported in his position of Technical Delegate for Paris 2024, he was involved in wider areas of Olympic planning, noting a decision about the inclusion of weightlifting in LA 2028 was still awaited.

## **6 Minutes and Recommendations from the Sub-Committees**

### Audit

NW noted that previously all complaints received had not been shared with the Committee due to co-opted members being on this group and he also noted the complaints process needed to be more robust. It was suggested that the Committee should only focus on the most serious complaints.

### England

MC noted that this Committee had met in December but still needs to appoint a new Chair. It was agreed that MC/AK would discuss this and make a recommendation to the Board.

### Performance

There was no update.

### International Relations

MC noted he had a meeting scheduled with UK Sport and that this Committee needed to be re-constituted as GT, who was the Chair, had now left the Board.

### Commercial and Development

MC noted that the top three commercial priorities were: broadening the relationship with New Balance to extend the clothing range and to develop a branded trainer and weightlifting shoe, developing a para powerlifting coach education course for the IPC and strengthening the relationship with Eleiko with a focus on promoting the BWL education offer to high street gyms.

### New Format competition

AK provided an update on this noting that a brand had been created with IP registered and three competitions had been trialled. However, following discussions with the ECB, he felt that it would need a sponsor/partner to provide financial backing in order to drive this forward. There was a discussion as to whether this was still an aspiration of BWL to pursue and it was agreed that a decision needed to be made before the next Board meeting. MC felt it was necessary to focus on addressing the core product of the sport first whilst noting that discussions were ongoing with the National Fitness Games/Strength in Depth around collaboration on strength training events and trying to reach a broader audience. NW noted that he was in discussions with Loughborough University regarding a biomechanics/AI App development project and noted that there was a potential opportunity for weightlifting to be involved in this.

## **7 Operational Reports**

### Para Powerlifting Performance Update

A recorded presentation by TW was played at the meeting. He gave an overview of performances at international competitions noting excellent results from the European Championships along with other specific athlete updates. He provided further information on 2023 milestones and objectives and planning in the run up to Paris 2024.

### Olympic Lifting and Talent Pathway Update

SM provided an overview of this area, noting the performances from the European Junior and Under 23 Championships (Durrës 2022) and the World Senior Championships (Bogotá 2022). It was noted that the high altitude had been challenging for the team and was felt to have impacted the performance of a number of athletes in Bogotá. He reported on the progress made against the UK Sport Progression funding/strategy and Sport England's Talent strategy. Finally, he advised the Board on forthcoming events coming up through 2023.

### Operational Update

KL provided an update on operational delivery for this year covering developments and progress relating to Education, Competitions, Membership, Communications and Sports Development matters. She also provided an overview in relation to the Manchester 2024 Para Powerlifting World Cup.

## **8 Board Matters**

### Policy Updates

MC advised that UK Sport had agreed to provide a free service from Sports Integrity Services to assist with safeguarding matters and as a result a number of the policies had been updated to enable BWL to utilise this service. The Board approved the update policies. A new Academy Selection Policy was also reviewed and approved.

### Risk Register

It was noted that the risk register would be fully reviewed at the next Board meeting.

### Complaints Log

The updated complaints log, which had been circulated in advance, was noted.

### Operational Scorecard

The latest scorecard had been circulated in advance. MC noted a focus would be on turning a number of objectives from Red to Green in the run up to the year end.

### Equality, Diversity and Inclusivity Action Plan

MC noted that the plan needed to be reviewed further and would be presented at the next meeting.

## **9 Any Other Business**

### Designation of BWL Senior Independent Director

It was noted that there was a requirement to appoint a new Senior Independent Director, following the departure of Guy Taylor. AK agreed to discuss this with the relevant directors outside of the meeting and report back.



## **10 Date and Venue of Next Meeting**

It was noted that the next meeting would be held on 22 March 2023, with the main agenda item being the approval of the 2023/24 budget. The format of the meeting – in-person or virtual – to be confirmed in due course. PE sent his apologies for this meeting.

The meeting closed at 5.00pm.

## **11 Private Meeting of NEDs and INEDs**

A private meeting of Non-Executive Directors and Independent Non-Executive Directors was held after the BWL Board Meeting.