

Minutes of the
British Weight Lifting Board Meeting

Date: Friday 1 April 2022
Start: 13.00
Venue: Leeds United Legends Suite, East Stand, Elland Road, Leeds

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

Apologies: Guy Taylor (GT), Kelly Sotherton (KS), Jane Fenwick (JF), Tom Whittaker (TW),

In attendance: Kath Leonard (KL), Emily Campbell (EC)
Mark Martin (MM) – via zoom for part 4 of the meeting only

1 Welcome and Apologies

AK opened the meeting, noted the attendance and that apologies had been received from KS, GT, JF and TW. AK welcomed everyone to the Board, 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 28 January 2022 were agreed as read and **approved** for posting on the website. AM noted that any matters arising had been completed and were covered within the agenda.

4 Finance Matters

Management Accounts for February 2022

MM gave an overview of the February Management accounts, which showed a further small profit on the month and noting a £106,000 surplus for the year to date but noting at the end of March it was expected to reduce to a surplus of £91,000 due to budgeted end of year

costs. He noted that the good operational performance was due to high course and event income, combined with staff savings and less travel costs (due to remote working). He also noted that there had been an overspend on the Sport England budget as operationally additional funds had been re-invested back into the growth and development of the sport. MM advised of a potential issue which might impact the overall figure which was to be discussed later in the agenda. MM reported that cash flow was on track and that reserves remained healthy and above minimum levels at £331,000.

Coach Education and HMRC

NW led a lengthy discussion around the VAT position relating to online educational sales. He explained that the position was far from clear and further interpretation of the regulations needed to be sought to ensure that BWL were following the correct path when it came to its reporting of online course sales. **It was agreed that BWL would work with its auditors and tax specialists to seek further understanding from the HMRC as a matter of urgency.**

Forward Forecast for 2021/22

MM noted, that depending upon the outcome of the VAT liability matter, there were two scenarios for the year end. If the HMRC answered in a favourable manner, it could result in a further substantial donation to the BWL Charity and a small surplus to reserves, whereas if the position was worst case, the end of year accounts would only show a small surplus. The Board **agreed**, pending the VAT matter, that if at all possible an appropriate donation should be made to the Charity. RA asked for more information about the Charity to be provided at a future Board meeting.

Budget 2022/23

MM presented details of the proposed budget which had been approved by the Audit Committee at their most recent meeting. He advised that both turnover and costs had increased but the aim remained to offer a break-even budget, which may produce a small year-end surplus. MM provided an overview of the key assumptions and noted that due to increased commercial activity, the business may be liable for further corporation tax in future. NW added that the current version assumes no donation to the charity. He also advised the Board that he was hoping the management accounts would be presented differently in future in order to show departmental budget areas and financial performance more clearly. It was noted there was further work needed to progress this and the Board all felt this would be worthwhile. The Board **approved** the budget and thanked the Executive and the Audit Committee for the work undertaken.

5 Decisions Taken outside the Board Meeting

Provisional Anti-Doping Positives – British Championships – AM reported that the International Testing Agency (ITA) had sent testers to the recent British Championships competition as it had been deemed an international qualification event by the IWF. Unfortunately, notification of two positive tests had recently been received. These were not

for any international GB squad members but could impact the organisation significantly. He advised the worst case was that that the IWF could impose a 12-month suspension for all GB athletes at international level and a maximum fine of \$500,000. AM was currently liaising with the IWF but awaiting clarity on the situation. He advised that one of these athletes had failed to put in a TUE request and work was being done to submit the relevant information to the ITA who might accept a respective TUE. AM noted that both individuals were from Home Country nations so felt it would be necessary to re-in force the clean sport messages to the organisations responsible for the athletes. AM advised that he would keep the Board updated once he had heard further from the IWF/ITA.

MC noted that he felt there had been a procedural error regarding the IWF designating the event as an internal competition at very short notice and felt this needed to be taken into account.

IWF Elections – It was noted that the elections were still scheduled for June 2022. AM advised that three people had been nominated for positions – MC for General Secretary/Vice President/Executive Board, H Allison for Technical Committee/Gender Equal representative and K Morgan for Coaching and Development Committee.

Purchase and Payment Policy – Following discussions at the last meeting, a CEO sign off level had been incorporated into the policy. The Board **approved** the policy.

6 Minutes and Recommendations from the Sub-Committees

Audit – NW noted that the Committee had recently met and discussed the budget, forecast, risk register, appraisal / bonus scheme and complaints log. He also mentioned that discussions were ongoing with the CWG about an opportunity to purchase Eleiko weightlifting kit to a value of £350,000 for a heavily discounted rate following the Games. AM was in discussions with the University of Nottingham and Wales/Scotland who had shown interest in purchasing a proportion of the kit respectively and reducing the risk to BWL. Discussions were also underway about £300,000 of paralympic equipment which was currently planned to go to Sport England but might be gifted to BWL as part of the negotiations. All agreed the equipment would be a huge legacy for the sport and the Board **agreed** for AM to pursue negotiations.

Development – RA noted the main focus of this Committee was the new concept competition which had been paused at present whilst discussions were underway with a new potential third party. AK advised he had a meeting planned to try to progress a Heads of Terms agreement in relation to this.

There were no updates from any of the other Committees.

7 Operational Reports

Performance Update

AM provided an update on para-powerlifting noting that all athlete preparation/training was on track although there were no international competitions in the near future. He noted that five athletes were expected to compete at the CWG but the main focus was the

World Championships later in the year. He provided an overview of the current staff structure in the WCP and advised that the WPPO had recently published new rules and clarity was being sought in a number of areas.

Olympic Lifting and Talent Pathway Update

AM provided an overview of athlete preparation in the run up to the CWG and gave an overview of progress against the three strategies being delivered through Progression funding. He also gave details about forthcoming international competitions in May/June.

Operational Update

KL provided an update on operational delivery for this year covering developments and progress relating to Workforce, Competitions, Membership, Communications and Governance matters. She also gave a brief overview of marketing/communications plans around the CWG. JT asked about the membership review and it was noted that this had been delayed.

8 Board Matters

Risk Register – AM noted that the key changes to the risk register had already been discussed – provisional positive anti-doping results, VAT liability and international/IWF matters. The updated risk register was reviewed and **approved**.

Complaints Log – AM advised that there was no major change since the last meeting. He reported that the outcomes from an independent investigation into the behaviour of an athlete was due imminently. AK noted that he and AM would review any recommendations from the Independent Committee and decide the most appropriate follow up action for the organisation which could include a further single-item Board meeting.

BWL Foundation – AM noted there had been minimal activity by the charity. However, he reported that he had spoken to the Weightlifting Supporters Fund charity and discussions were ongoing about the best way to progress in future years.

CEO Report – The Operational Scorecard for February was reviewed and no comments were raised.

Forward Agenda – The forward agenda was noted.

Equality, Diversity & Inclusion Action Plan – The updated plan was noted. AM noted that more work would be required in this area for future compliance with UK Sport where a bespoke EDI plan will need to be developed. There was a discussion about compliance requirements and what needs to be delivered for the benefit of the sport.

9 BWL Succession

AK reminded the Board that GT's second term of office was due to end in December 2022 and a further four other Board members were coming to the end of their first term. AK agreed to follow up with these four individuals and determine whether they would continue in their roles.

AK advised that recruitment was currently underway for a new CEO, following AM's resignation. He confirmed that he had briefed a head-hunter and that a long list of applicants was due mid-April with interviews expected by the early May. He also reported that he hoped to minimise time without a CEO and that AM had agreed to provide ongoing support. However, once timelines for the appointment of a new CEO were known, the Board would be able to determine any interim arrangements, if required.

AK noted that a Nominations Committee needed to be established to handle the CEO and Board recruitment and asked for any Board members to put themselves forward, advising that he would Chair the group.

JT raised concern from an athlete perspective, due to the short timescales to the CWG and being part way through the Paris cycle, noting continuity and consistency from a CEO were key. AK acknowledged this noting the right candidate would be able to address these matters appropriately.

10 Any Other Business

British Championships – competition management system – EC noted that the recent British Championship had been well delivered but she felt attention was needed to the ipad scoreboard system especially when used in the warm-up room for changes of weights.

11 Date and Venue of Next Meeting

Future meeting dates and venues to be agreed.

The meeting closed at 4.00 pm.