

Company registration number 00586136 (England and Wales)

**BRITISH WEIGHT LIFTERS ASSOCIATION**  
**ANNUAL REPORT AND FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 MARCH 2024**

**BRITISH WEIGHT LIFTERS ASSOCIATION**

**COMPANY INFORMATION**

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<b>Directors</b>	R K Ashworth MF Curtain P I Edmondson A R Kinnear J J Payne K Sotherton S E Southern J E Tong R Wainwright	(Appointed 23 July 2024)        (Appointed 23 July 2024)
<b>Secretary</b>	M R Martin	
<b>Company number</b>	00586136	
<b>Registered office</b>	1st Floor Office Suite St Ann's Mill Commercial Road Leeds LS5 3AE	
<b>Auditor</b>	Clarkson Hyde LLP 3rd Floor Chancery House St Nicholas Way Sutton Surrey SM1 1JB	

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# BRITISH WEIGHT LIFTERS ASSOCIATION

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# BRITISH WEIGHT LIFTERS ASSOCIATION

## STRATEGIC REPORT

### FOR THE YEAR ENDED 31 MARCH 2024

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The directors present the strategic report for the year ended 31 March 2024.

This comprehensive annual report encapsulates the ongoing and dynamic evolution of British Weight Lifting (BWL) from April 2023 to March 2024. This detailed account provides an insightful overview of the significant events, achievements, medal successes, and strategic developments that have shaped our organisation following a hugely successful transformational period the year earlier.

From international podiums that showcased our athletes' mettle to strategic initiatives aimed at advancing our sport's landscape, this report offers a clear and concise narrative of our progress. As we continue to steer BWL towards greater prominence and inclusivity, this document serves as a reflection of our collective efforts and achievements.

The following pages detail the accomplishments, developmental strides, and medal triumphs that underscore the remarkable year we've experienced. This report stands as a testament to the dedication, perseverance, and unwavering commitment of our athletes, coaches, officials, volunteers and partners in fostering a brighter future for BWL.

#### **Showcasing strength as a lifestyle**

As an advocate for strength; creating positive experiences for all; connecting strength to health and well-being and connecting communities beyond the traditional boundaries.

#### **As an enabler of sporting success**

Where membership is at the heart of everything we do; enabling talent and performance ambition; attracting and retaining a talented workforce and bringing innovation to the sport to secure its future.

Through this strategy we plan to get more active and stronger communities, effectively tackle inequality; ensure sustainability and be successful and respected as a sport.

#### **PERFORMANCE**

Athletically, the success of our lifters during 2023-24 established new benchmarks for our performance teams and certainly highlighted the efforts, commitment, and focus of our athletes and the work of those behind the scenes who helped support our athletes on their journey.

#### **INTERNATIONAL COMPETITIONS – WEIGHTLIFTING**

##### **2023 European Championships, Armenia (April 2023)**

Our athletes brought their A-game to the 2023 European Weightlifting Federation (EWF) Championships, which concluded with a stunning display of strength, skill, and determination by our British weightlifters.

Held from 15 – 23 April 2023, the event saw some of the best competitors from across the continent go head-to-head, and our athletes rose to the challenge and showcased their abilities on the international stage. Throughout the competition, our athletes pushed themselves to their limits, displaying impressive feats of strength and technique. Their hard work and dedication paid off – bringing home a number of medals, including gold, silver and bronze in various weight categories and disciplines.

Catrin Jones took to the platform on Sunday 16 April in the women's 55kg A group. Catrin unfortunately missed her three snatch attempts at 81kg. Despite this, Catrin recomposed and came out fighting in the clean and jerks, going three for three with 96kg, 102kg and 104kg.

First up on Monday 17 April was Laura Wheatcroft in the women's 59kg B group. Laura missed her first snatch attempt of 82kg but came out for the same weight on her second attempt and made it look easy. Laura unfortunately missed her final attempt of 87kg.

In the clean and jerk, Laura went three for three securing 100kg, 104kg then 107kg. This gave Laura a 189kg total, putting her in twelfth place.

Next up was Jess Gordon Brown who competed in the women's 59kg A group. Jess opened her snatch at 88kg then unfortunately missed her next two attempts at 91kg.

Jess then made her 108kg clean and jerk opener look easy. She went on to match her personal best at 111kg. On her final attempt, Jess cleaned 113kg but just missed out on the jerk. This gave Jess a 199kg total, putting her in sixth place.

Next, saw Jon Chin and Zoe Smith take to the platform.

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### STRATEGIC REPORT (CONTINUED)

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Jon competed in the men's 73kg B group. He opened his snatch at 125kg, then went on to make an incredible save at 129kg. He unfortunately missed his final attempt of 132kg.

In the clean and jerk, Jon missed his opener at 164kg but recomposed and made the weight on his second attempt. Jon then moved up to 168kg for a good lift and a new British record. This gave Jon a 297kg total, putting him in twelfth place.

Zoe lifted in the women's 64kg A group, snatching 90kg and 93kg, unfortunately missing her final attempt of 95kg.

Zoe then opened her clean and jerk the heaviest in the group with 119kg. She then went on to make 121kg on her second attempt, and unfortunately missed 122kg on her final lift.

This gave Zoe a 214kg total, putting her in third place and giving her two medals: gold in the clean and jerk, and bronze in the total.

Following this, Erin Barton and Sarah Davies both compete in the women's 71kg A group.

Erin snatched 87kg and 91kg, unfortunately missing her final lift of 94kg. In the clean and jerk, Erin made her opener at 118kg, then unfortunately missed her next two attempts at 123kg. This gave Erin a 209kg total, putting her in tenth place.

Sarah snatched 97kg and 100kg, just missing out on her final lift of 102kg. In the clean and jerk, Sarah had issues recovering from her first clean at 126kg. She retook the weight, completing the lift, however the lift was overturned by the jury. Despite this setback, Sarah recomposed and made the weight on her final attempt.

This gave Sarah a 226kg total, putting her in third place overall, giving her two medals: silver in the clean and jerk and bronze overall.

Then it was time for Chris Murray to take to the stage in the men's 81kg A group. Chris opened his snatch at 142kg then made a second attempt of 147kg, setting a new British record. Chris came out for 151kg on his last lift and just missed the bar behind on the recovery. This gave Chris a 325kg total, putting him in sixth place.

Stefano Cataldi was due to compete on Thursday 20 April, but unfortunately he had to withdraw due to injury. We wish him all the best in recovery and hope to see him back on the platform soon!

21 April saw Katrina Feklistova and Cyrille Tchatchet II take to the stage.

Katrina lifted in the women's 81kg A group. In the snatch, Katrina had a textbook opener at 98kg, then unfortunately missed her next two attempts at 101kg and 102kg.

Katrina then went three for three in the clean and jerk, making 118kg, 122kg and 125kg.

This gave Katrina a 223kg total, putting her in fifth place overall at her second international competition.

Cyrille competed in the men's 96kg A group. Cyrille snatched 152kg and 156kg, and unfortunately missed his last attempt of 160kg.

In the clean and jerk, Cyrille made his first two attempts at 189kg and 194kg. For his final attempt, Cyrille took a British record weight of 198kg for a spin, and after making the clean just missed out on the jerk.

This gave Cyrille a 350kg total putting him in fifth place overall.

On Saturday 22 April, Andy Griffiths took to the platform in the men's 109kg B group. Andy snatched 152kg and 156kg, just missing out on his last attempt at 160kg.

In the clean and jerk, Andy completed his first lift of 181kg, but unfortunately the jury overturned the lift. Andy retook this weight, unfortunately missing the attempt. He then came out to lift 182kg but was given a no lift by referees.

On the last day of competition, Mack Middleton, Gordon Shaw and Emily Campbell took to the platform. Mack and Gordon both lifted in the men's 109+kg B group.

Mack missed his opening snatch at 155kg but retook the weight on his second attempt and was successful. He then unfortunately missed his final attempt of 161kg.

## BRITISH WEIGHT LIFTERS ASSOCIATION

### STRATEGIC REPORT (CONTINUED)

#### FOR THE YEAR ENDED 31 MARCH 2024

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In the clean and jerk, Mack missed his opener at 190kg but moved up nonetheless to 193kg, securing a good lift. He then took a huge 202kg attempt but unfortunately missed the lift.

This gave Mack a 348kg total, putting him in eleventh place.

Gordon snatched 164kg and 168kg, unfortunately missing his final attempt at 171kg.

Gordon then missed his clean and jerk opener at 192kg. He came out to lift 193kg that was not lifted by referees, but after a jury stop the lift was overturned and deemed a good lift. Gordon then missed his final attempt of 198kg.

This gave Gordon a 361kg total, putting him in tenth place.

Emily Campbell competed in the women's 87+kg A group to defend her two-time European Champion title. Emily missed her first two snatch attempts at 110kg but came out fighting and made the weight on her final attempt.

In the clean and jerk, Emily made her first lift at 136kg, then took 143kg on her second attempt to secure the gold, then she made the decision to retire her third attempt.

This gave Emily a 253kg total, double gold medal success in the clean and jerk and total, and made her a three-times European Champion.

#### **IWF Grand Prix, Cuba (June 2023)**

Held in Havana from 8 – 13 June 2023, British Weightlifting sent a team of five women all of whom lifted competitively, recognising the world class field.

In the 49kg category, Fraer Morrow placed 8th with 75kg snatch and 97kg clean and jerk, including new British records while Laura Wheatcroft placed 12th in the 59kg category with 93kg snatch and 103kg clean and jerk, for a total of 186kg

The 71kg category saw Erin Barton snatch 91kg and clean and jerk 124kg (215kg total) for a 10th place finish. Next Katrina Feklistova placed 9th in the 81kg category with 98kg snatch and 126kg clean and jerk while the +87kg category saw the return of Mercy Brown to the international stage with 104kg snatch and 131kg clean and jerk and 8th place.

#### **2023 Commonwealth Championships, India (July 2023)**

England and Wales shared medal success at the Commonwealth Weightlifting Federation (CWF) Commonwealth Championships, which took place between 11-16 July in Delhi, India. The two teams walked away with an impressive two gold, three silver and one bronze medals.

Nikole Roberts competed in the junior women's 55kg category for Wales. Nikole snatched 67kg but missed her second and third attempt at 70kg. Unfortunately, it was not her day on the clean & jerks and Nikole did not make a total, but we know she's a resilient athlete and will bounce back stronger.

Charlotte Whalley competed in the junior women's 59kg category for Wales. Lotty hit 68kg and 71kg in the snatch but missed her final attempt of 73kg. In the clean and jerk, Lotty lifted 84kg, missed 88kg but was successful at this weight on her third lift. This gave Lotty a total of 159kg putting her in fifth place overall.

Cian Green competed in the junior men's 73kg category for Wales. He lifted 102kg, 105kg and 108kg in the snatch. In the clean and jerk he went three for three again lifting 129kg, 133kg and 137kg. This gave him a 245kg total and a silver medal.

Jenny Tong competed in the women's 59kg category for England. Jenny had an easy snatch opener at 77kg, followed by a good lift 80kg. Unfortunately, she just missed out on her last attempt at 83kg. In the clean and jerk, Jenny went three for three with 89kg, 92kg and 95kg. This gave her a 175kg total, putting her in sixth place overall.

Jon Chin competed in the men's 73kg category for England. Jon made light work of his first two snatches of 121kg and 125kg, unfortunately missing his final attempt at 129kg. Jon missed his clean and jerk opener at 158kg but recomposed and made his second attempt of 161kg. He then unfortunately missed his final attempt at 169kg. This gave him a 286kg total and a silver medal.

Emma McCready competed in the women's 81kg category for Wales. In the snatch she lifted 87kg, 90kg and 93kg. In the clean and jerk she lifted 107kg, missed 111kg but was successful at this weight on her third attempt. This gave Emma a total of 204kg and a silver medal.

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Niamh Collins competed in the women's 87kg category for Wales. Niamh lifted 82kg and 85kg in the snatch but missed her third attempt at 88kg. In the clean and jerk Niamh went three for three, lifting 105kg, 108kg and 110kg. This gave Niamh a total of 195kg and the gold medal.

Leah Clarke made her international debut in the women's 87+kg category for Wales. Leah successfully lifted 90kg, 93kg and 95kg in the snatch. In the clean and jerk Leah only made her first attempt at 120kg. This gave Leah a total of 215kg putting her in fourth place

Cyrille Tchatchet II competed in the men's 96kg category for England. Cyrille snatched 150kg and 155kg, unfortunately missing his final attempt at 159kg. In the clean and jerk, Cyrille went three for three, making 185kg, 190kg and 192kg. With a total of 347kg, this gave Cyrille the gold medal.

Harry Nelms competed in the men's 96kg category for Wales. Harry lifted 128kg in his snatch but unfortunately missed his second and third attempt of 132kg. In the clean and jerk Harry lifted 168kg, missed his second attempt at 172kg but made 175kg on his third attempt. This gave Harry a total of 303kg putting him in fifth place.

Andy Griffiths competed in the men's 109kg category for England. Andy opened his snatch on 148kg, missed 152kg then secured 155kg on his third attempt. In the clean and jerk, Andy went three for three with 175kg, 180kg and 185kg. This gave Andy a 340kg total and a bronze medal.

#### **2023 European Youth & U15 Championships, Moldova (July 2023)**

Held in Chisinau from 1 – 10 July 2023, this team was a great sample of the future of BWL and this competition provided a great opportunity for the athletes to step onto the international platform, some for the first time, to gain that essential experience.

First to the platform was Edward Skinner from Maidstone Weightlifting who was competing in the 67kg B group. Edward successfully hit his first snatch of 80kg but then missed his following two lifts of 84kg. In the clean and jerk, again he hit his first lift of 105kg but missed his second and third attempt of 108kg. On his international debut this gave Edward a total of 185kg.

Silver Ee also from Maidstone Weightlifting was competing in the 67kg A group. Silver was successful with his first and second snatch attempts of 103kg and 106kg respectively but unfortunately missed his third attempt of 108kg. In the clean and jerk Silver successfully lifted 129kg, missed his second lift of 133kg but came out for his third attempt to secure this weight. This gave Silver a total of 239kg putting him in fifth place.

Martha Bailey from Pride Performance competed in the 71kg under 15 category. For her snatch attempts, Martha lifted 67kg and 70kg but missed her third attempt of 72kg. In the clean and jerk Martha missed her first and second attempt of 79kg but was successful with her third lift of 80kg. This gave Martha a total of 150kg putting her in fourth place.

Rhys Deeley from Kilmarnock (KAWLC) competed in the 73kg category. In the snatch he successfully lifted 95kg and 100kg respectively but unfortunately missed his final lift of 105kg. In the clean and jerk Rhys successfully lifted 125kg but missed his second and third attempt of 131kg. This gave Rhys a total of 225kg putting him in eighth place.

The final GB lifter of the competition was Maddie Rosher who competed in the 71kg category. Maddie was successful on all her snatch attempts of 75kg, 78kg and 80kg. In the clean and jerk Maddie hit her first lift of 94kg but was unsuccessful at 97kg on her second and third attempt. This gave Maddie a total of 174kg for her first international competition putting her in fifth place.

#### **2023 European Junior & U23 Championships, Romania (July / August 2023)**

Held in Bucharest, Romania from 26 July – 3 August 2023, our first lifter was Josie Griffiths who competed in the women's 64kg under 23 section. In the snatch she lifted 79kg, 82kg and 84kg. In the clean and jerk Josie went three for three again lifting 99kg, 102kg and 106kg. This gave her a total of 190kg putting her in seventh place overall.

Erin Friel competed in the junior women's 71kg category. Erin missed her first and second attempt at 82kg in the snatch, but she successfully lifted 82kg in her last attempt. She missed her clean and jerk opener at 101kg but recomposed and made her second attempt of 101kg. She then unfortunately missed her final attempt at 104kg. This gave Erin a total of 183kg putting her in eighth place.

Bella Brown competed in the junior women's 76kg category. Bella successfully lifted 83kg, 86kg and 90kg in the snatch. In the clean and jerk, Bella went three for three, making 105kg, 109kg and 113kg. Bella's total of 203kg, gave her the bronze medal.

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### STRATEGIC REPORT (CONTINUED)

#### FOR THE YEAR ENDED 31 MARCH 2024

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Madison Farley competed in the U23 women's 76kg category. Madison had an easy snatch opener at 80kg, followed by a good lift 83kg. Unfortunately, she just missed out on her last attempt at 86kg. In the clean and jerk, she lifted 103kg, and 107kg but missed her last attempt at 113kg. This gave Madison a total of 190kg putting her in fifth place overall.

Emily Sweeney competed in the junior women's 87kg category. In the snatch she lifted 86kg, 89kg and 91kg. Emily missed her clean and jerk opener at 106kg but recomposed and made her second attempt of 106kg. She then unfortunately missed her final attempt at 112kg. This gave Emily a total of 197kg putting her in fourth place.

Stefano Cataldi competed in the junior men's 89kg category. Stefano opened his snatch on 134kg, missed 138kg then secured 139kg on his third attempt. In the clean and jerk, he missed his lift of 173kg but made his second attempt of 173kg. He then unfortunately missed his final attempt at 182kg. This gave Stefano a total of 312kg putting him in sixth place.

Henry Axon competed in the junior men's 96kg category. Henry missed his first attempt at 123kg in the snatch, but then he successfully lifted 123kg and 126kg. Unfortunately, Henry failed to make a clean and jerk. Nevertheless, we are well aware of his unwavering athleticism and anticipate his comeback to be even stronger.

Myren Madden competed in the men's 96kg under 23 category. Myren made light work of his first two snatches of 139kg and 142kg, unfortunately missing his final attempt at 146kg. He lifted 168kg in the clean and jerk opener, then he missed his second attempt, but made 174kg on his third attempt. This gave Myren a total of 316kg putting him in seventh place.

Stephen Bestman competed in the men's 96kg under 23 category. Stephen missed his first attempt in snatch at 136kg but recomposed and made his second attempt of 136kg. Unfortunately, his final attempt at 141kg proved unsuccessful. Stephen missed his clean and jerk opener at 167kg, lifted 167kg for his second attempt, but missed his third attempt at 174kg. This gave Stephen a total of 313kg positioning him in the tenth spot.

#### **2023 World Championships, Saudi Arabia (September 2023)**

The World Championships were held in Riyadh, Saudi Arabia from 4 – 17 September 2023. Competing nations pushed their limits, with many attempting personal bests to secure a coveted spot in the top 10 and a chance to participate in the Paris 2024 Olympic Games.

Team GB showcased remarkable technical prowess and unwavering determination throughout the competition. The competition journey for Team GB began on September 5 with Fraer Morrow, who took the stage in the women's 49kg category. Historically a 55kg athlete, Fraer chose to compete as a 49kg athlete in her quest for Olympic qualification. Fraer opened with an impressive snatch attempt at 77kg, breaking the British record. Although she missed her next two attempts at 79kg, she rebounded during the clean and jerk. After missing her opening attempt at 97kg, Fraer successfully lifted it on her second lift. Her third attempt at 100kg fell short, but her total of 174kg set a new British record.

Following Fraer, Zoe Smith stepped onto the stage in the women's 59kg. Zoe had a strong start, successfully snatching 87kg and 90kg on her first two attempts. She narrowly missed her third attempt at 92kg. In the clean and jerk, Zoe successfully lifted 113kg but missed her next two attempts at 116kg, resulting in a total of 203kg.

On 8 September, Jon Chin represented the men's team in the 73kg category. Jon made a solid opening snatch attempt at 125kg but struggled with 129kg and 130kg on his subsequent attempts. However, in the clean and jerk, Jon impressed with successful lifts of 162kg and 167kg but missed his final attempt at 170kg, finishing with a total of 292kg.

In the women's 64kg category, Jess Gordon Brown encountered a minor setback, missing her opening snatch attempt at 80kg. She quickly recovered, making her next two attempts at 82kg and 85kg. In the clean and jerk, Jess successfully lifted 102kg and 105kg on her first two attempts, opting out of a third attempt and achieving a total of 190kg.

Laura Wheatcroft, also competing in the women's 64kg category, made a successful opening snatch at 82kg but encountered difficulty with her subsequent attempts at 85kg and 86kg. In the clean and jerk, Laura smoothly lifted 102kg but faced challenges with 104kg and 105kg on her next attempts, resulting in a total of 184kg.

Commonwealth Games Champion Chris Murray showcased his strength in the men's 81kg, successfully snatching 138kg and 142kg on his opening attempts. Although he narrowly missed his final attempt at 145kg, Chris confidently completed the clean and jerk with successful lifts of 171kg and 177kg. Unfortunately, he missed his last attempt at 182kg, concluding with a total of 319kg.

Erin Barton competed in the women's 71kg category, where she made a strong start with her snatch, successfully lifting 89kg. She encountered a minor setback with a miss at 92kg but persevered, achieving the lift on her third attempt. In the clean and jerk, Erin completed her opening attempt at 118kg but missed the second attempt at 122kg. She regained her composure, added 3kg, and successfully lifted 125kg, resulting in a total of 217kg.



## BRITISH WEIGHT LIFTERS ASSOCIATION

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Olympian and Commonwealth Games Gold Medallist Sarah Davies entered the women's 71kg category and made a successful opening snatch attempt at 98kg. Unfortunately, she missed her subsequent attempts at 101kg. In the clean and jerk, Sarah faced challenges, missing all three attempts.

Cyrille Tchatchet II participated in the men's 96kg, successfully snatching 150kg but was unsuccessful on 154kg on his next two attempts. In the clean and jerk, Cyrille impressively lifted 189kg but missed his subsequent attempts at 195kg and 198kg, concluding with a total of 339kg.

Katrina Feklistova, competing in the women's 81kg category, excelled with her first snatch attempt at 96kg and broke the British record with her second attempt at 99kg. Although she narrowly missed her final attempt at 102kg, Katrina demonstrated exceptional performance in the clean and jerk, successfully lifting 117kg, 121kg, and 126kg. This resulted in a new British record total of 225kg.

The world eagerly anticipated the performance of Emily Campbell, Tokyo 2020 Olympic silver medallist. Unfortunately, due to back issues, Emily made the tough decision to withdraw from the competition to prioritise her health and preparation for the Olympic games next year.

#### **2023 EWF Cup, Olympia (October 2023)**

The first edition of the EWF Cup was held at the International Olympic Academy's stadium from 28 September – 1 October 2023.

British lifter Erin Barton and Turkish athlete Hardal Ferdi were paired for the team competition and clinched an impressive third-place finish! Erin's lifts were 86kg, 89kg, and 92kg in the snatch plus her 115kg, 119kg, and 122kg in the clean and jerk were all executed flawlessly.

#### **2023 World Junior Championships, Mexico (November 2023)**

From 15 to 23 November 2023, the Junior World Championships in Guadalajara, Mexico, served as a platform to showcase the rising stars among the world's finest junior weightlifters. Two of Great Britain's finest athletes, Isabella Brown and Stefano Cataldi, competed against the world's best, guided by the experienced hands of GB Coach Julie Morrish and Lead Pathway Coach Kristian McPhee.

Isabella Brown competed in the Women 76kg category and achieved successful lifts in the snatch category with 84kg and 87kg, narrowly missing the 90kg. In the clean and jerk, she delivered an impeccable performance, lifting 107kg, 111kg, and an impressive 115kg, culminating in a total of 202kg.

Stefano Cataldi, competed in the Men 89kg category demonstrated his strength and skill in the snatch, successfully lifting 135kg and 140kg, but just missed out on the 143kg. Despite his valiant efforts in the clean and jerk, Cataldi faced challenges, unable to secure a lift at 173kg.

#### **2023 IWF Grand Prix, Qatar (December 2023)**

Fraer Morrow, competing in the women's 49kg category, demonstrated incredible fortitude in the face of adversity. Battling a recurring back issue and tonsillitis in the lead-up to the competition, Morrow's participation was a testament to her resilience. National Coach Dave Sawyer remarked, "Just getting on the platform was a result for Fraer." She achieved a total lift of 164kg, securing 15th place with successful lifts in the snatch at 72kg and 74kg, and 90kg in the clean and jerk.

In the women's 71kg category, Sarah Davies delivered a commendable performance, bouncing back from her experience at the World Championship. Achieving a total of 229kg with four successful lifts out of six attempts, Davies clinched 13th place. Her successful lifts included 95kg and 99kg in the snatch, and 125kg and 130kg in the clean and jerk.

#### **2024 European Championships, Bulgaria (February 2024)**

The European Weightlifting Championships this year showcased a range of performances from Team GB's athletes, each with their own story of resilience and effort. The competition was stiff, and while not every attempt was a win, the determination was clear.

Jess Gordon Brown's effort stood out with a total of 200kg from an 87kg and 90kg snatch and a 107kg and 110kg clean and jerk, securing a 7th place overall. A solid showing that speaks to her hard work and potential for growth.

Jonathan Chin in the Men's 73kg category lifted a commendable 125kg snatch and 163kg clean and jerk. Meanwhile, Chris Murray, also in the 73kg, broke a British record with his snatch attempts but faced challenges in the clean and jerk, a reminder of the sport's unpredictability.

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Erin Barton lifted a 94kg snatch and 123kg clean and jerk, showcasing her competitive spirit. Sarah Davies fought hard in the 71kg category, managing a 98kg snatch and earning a bronze in the clean and jerk with 128kg, demonstrating her persistence under pressure.

Cyrille Tchatchet II delivered a powerful 151kg snatch followed by an impressive 188kg clean and jerk in the Men's 96kg category. Andrew Griffiths tackled the Men's 102kg category with determination, achieving a snatch of 151kg & 157kg and a clean and jerk of 182kg.

Emily Campbell, however, deserves a special mention. Her performance was not just about lifting weights; it was a demonstration of sheer dominance and skill. Clinching her 4th European Championship title, Emily secured a silver in the snatch with a 112kg lift. In the clean and jerk, she was unparalleled, lifting 146kg and 151kg to win gold. Her total of 263kg not only won her the gold but also reinforced her status as one of the world's top lifters in the +87kg category. Emily's achievements are a source of immense pride and inspiration, showcasing the pinnacle of British weightlifting on the European stage.

The path to the podium isn't always lined with medals, but every athlete's journey is replete with courage and determination. Zoe Smith and Katrina Feklistova showed exceptional bravery, and we extend our best wishes for their quick recovery.

#### **INTERNATIONAL COMPETITIONS – PARA POWERLIFTING**

##### **2023 World Cup, Georgia (April / May 2023)**

It was great news for GB para powerlifting as all four athletes that attended the World Para Powerlifting Tbilisi World Cup 2023 gained a podium spot.

The team comprised of Lottie McGuinness, Olivia Broome, Rebecca Bedford and Mattie Harding. They all competed as individuals between 29 April – 1 May, with Lottie, Olivia and Rebecca also entering the team event on 1 May.

Lottie was first to compete on Saturday 29 April in the women's 55kg category. Lottie had an exceptional performance, making all three lifts of 89kg, 92kg and 94kg for a lifetime best. This put her in second place giving her a silver medal in the bench, and due to her consistency, a gold medal in the total.

Olivia Broome also competed in the women's 55kg category. Olivia's first lift of 111kg was unfortunately not lifted for the press sequence. Undeterred, Olivia added 5kg to the bar and made 116kg on her second attempt for a lifetime best. Olivia then had a go at 118kg but unfortunately it was not to be. Fortunately, the 116kg bench was more than enough to push her into first place, gaining a gold medal for the bench.

Next saw Rebecca Bedford take to the platform in the women's 61kg category. Rebecca hit her first lift of 92kg. For her second lift she came out for a lifetime best of 96kg but unfortunately it was not lifted. However, she came out for her third attempt at the same weight and was successful. This fantastic performance gave Rebecca a lifetime best, and silver medal.

Mattie Harding competed on Monday 1 May in the men's 72kg category. Mattie's first lift of 177kg was given a no lift. The team put in a lift challenge however it was rejected. For his second lift he came out for a lifetime best of 181kg which he secured. He came out for a final lift of 184kg, putting an extra 3kg on the lifetime best he'd just achieved, however it was given a no lift and despite putting in a lift challenge it was rejected. This fantastic performance gave Mattie a lifetime best of 181kg and bronze medal. This performance also improved Mattie's Paris 2024 ranking to sixth.

Following this set of incredible performances, Olivia, Lottie and Rebecca took to the platform again on 1 May in the women's team event, a first for our UK athletes. Despite maximal efforts in the prior days, the women's team put on an incredible show.

Lottie successfully lifted 88kg and 90kg. Rebecca successfully lifted 88kg and 90kg. Olivia successfully lifted 100kg and 105kg. These lifts secured them silver in the team event with Ukraine taking gold and Kazakhstan taking bronze.

##### **World Para Powerlifting Championships, UAE (August 2023)**

From 22 – 30 August 2023 Dubai became the epicentre of the para powerlifting world, hosting the World Para Powerlifting Championships. Amidst fierce competition, the British Para Powerlifting team demonstrated a blend of skill, power, and poise, returning home with medals, impressive performances, and new personal bests.

Olivia Broome: captivating the audience in the 50kg category, Olivia secured the gold with lifts of 106kg, 111kg, and 112kg. This triumph adds another gleaming achievement to her already distinguished Paralympic, World Championships, and Commonwealth Games honours.

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Mattie Harding: in the men's up to 72kg class, Mattie soared with successful lifts of 180kg, 184kg, and a personal best of 188kg. Securing 8th place, his stellar achievements also elevated him into the top 8 Paris rankings.

Zoe Newson: competing in the women's up to 45kg class, secured the bronze with lifts of 101kg and 104kg, while narrowly missing 106kg. This commendable performance added another medal to her already glowing repertoire.

Louise Sugden: despite recently undergoing shoulder surgery, Louise demonstrated her prowess in the women's up to 86kg category, delivering impressive lifts of 116kg, 121kg, and 127kg. Her notable 6th place finish not only secured her spot in the top 8 Paris Games rankings but also stands as a testament to her unwavering dedication and hard work.

Liam McGarry: his performance in the men's over 107kg category was breathtaking, lifting 223kg, 228kg, and 230kg, the latter being a 10kg personal best. Securing a 7th place finish in the best lift discipline. Liam also clinched the gold in the total discipline, a testament to his consistency.

Rebecca Bedford: competing in the women's up to 61kg category, Rebecca displayed her mettle with lifts of 93kg, 97kg, and 98kg, rounding off with an 8th place finish.

Doaa Shaya: for her first World Championships appearance, Doaa registered a lift of 76kg and narrowly missed her other attempts. She finished at a commendable 15th place.

Kim Dean: in the women's up to 61kg category, Kim Dean demonstrated her tenacity, successfully lifting 92kg after an initial attempt and striving for 94kg. Her unwavering efforts led to a commendable 11th place finish at the World Championships.  
Charlotte McGuinness: in the Women's up to 55kg category, Charlotte showcased her strength with successful lifts of 92kg and 95kg, clinching a commendable 9th position.

Tom Smith: in the intense Men's 59kg class, Tom displayed determination and skill, achieving successful lifts of 135kg and 139kg and securing the 22nd spot.

Sean Clare: Sean Clare demonstrated immense strength and determination, successfully lifting 143kg and 148kg, securing an 18th place finish and adding yet another milestone to his illustrious career.

#### **2023 World Abilitysport Games, Thailand (December 2023)**

Competing on 7 December 2023, Louise Sugden showcased her prowess at the World Abilitysport Games. Lifting in the under 79kg category in para powerlifting, Sugden's performance was a masterclass in strength and determination, further solidifying her as a leading figure in the sport. She started strong with a successful 118kg lift, demonstrating her exceptional skill and focus. She then attempted a challenging 123kg lift, which, despite a tremendous effort, was not successful. However, displaying the resilience that she's known for, Sugden bounced back to successfully lift 123kg in her final attempt, a testament to her mental and physical strength.

#### **2024 World Cup, UAE (February 2024)**

The Para Powerlifting World Cup in Dubai, held from February 28 to March 6, witnessed a series of outstanding performances from Great Britain's team, with athletes achieving personal bests and setting new records.

Zoe Newson, women's 45kg Category: Zoe showcased her strength and determination securing a commendable 3rd place with two successful lifts out of three attempts (98kg and 102kg, with a missed attempt at 105kg).

Matthew Harding's Podium Finish: it was a day to remember for Matthew Harding in the Men's 80kg category as he claimed a superb 3rd place. Harding executed a flawless performance with a hat trick of successful lifts, culminating in a personal best of 192kg.

Mark Swan Sets New European Record: Mark Swan soared in the Men's 72kg class, seizing 2nd place with a perfect lift sequence, peaking at 213kg.

Liam McGarry Holds Steady: in the Men's over 107kg category, Liam McGarry secured 6th place. Despite successfully lifting 226kg on his first attempt, challenges with subsequent lifts did not diminish his standing.

Rebecca Bedford Secures Podium Spot: Rebecca Bedford demonstrated formidable strength in the Women's 61kg category, achieving 3rd place with an impeccable record of lifts and a final successful attempt of 103kg.

Louise Sugden's Steady Ascent: Louise Sugden clinched an impressive 2nd place in the Women's up to 86kg category, lifting 128kg. Her two successful lifts marked a 1kg increase from her previous competition.

## BRITISH WEIGHT LIFTERS ASSOCIATION

### STRATEGIC REPORT (CONTINUED)

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Charlotte McGuinness and Olivia Broome excel: Charlotte McGuinness, competing in the Women's 55kg category, secured a commendable 5th place, nailing all three attempts and achieving a 5kg personal best at 100kg. Olivia Broome, also in the Women's 55kg category, achieved 4th place with a flawless performance and a personal best of 119kg.

#### NATIONAL ACTIVITIES

##### **2023 BUCS Championships (April 2023)**

The BUCS Weightlifting Championships at Bangor University between 22 and 23 April 2023.

Over 186 students turned out for the competition, from over 40 universities. It was fantastic to see students going head-to-head, displaying strength and power as they lifted huge weights for the prestigious BUCS title, with three new British records broken over the competition period.

##### **England Legacy Masters Championships & Para Powerlifting Open (June 2023)**

In a celebration of the enduring legacy of the Commonwealth Games, weightlifting and para powerlifting made a triumphant return to Birmingham. The England Legacy Masters Championships and Para Powerlifting Open took place on 17 and 18 June at Oldbury Academy, captivating athletes and spectators alike.

The England Legacy Masters Championships, the first British Weight Lifting standalone event for competitors aged 35 and above, was a resounding success. Over the course of the weekend, participants showcased their incredible strength and determination, inspiring the next generation of weightlifters. The event was marked by thrilling displays of power and resilience, leaving the audience in awe of the athletes' achievements.

A total of 65 medals were awarded to Masters weightlifters over the course of the weekend and it was fantastic to see such a high standard of lifting.

##### **2023 British Championships (August 2023)**

The stage was set for an exhilarating display of talent as the British Championships 2023 descended upon a new home, the Manchester Central Convention Centre, between 5 – 6 August 2023.

Anticipation built as hundreds of spectators converged upon the arena for two action-packed days of competition. The event proved to be a showcase of the UK's finest weightlifters, a testament to the sport's growing prominence in the nation.

The British Championships wasn't just about showcasing brute strength; it was about defying expectations and demonstrating that strength comes in all sizes.

Athletes put on an incredible set of performances across the weekend, with 12 British records being broken.

- Alex Mackay broke three U23 records in the 45kg category with a 54kg snatch, 73kg clean and jerk and a 127kg total.
- Ramiro Mora Romero set a record in the 96kg category with a 160kg snatch.
- Joshua Hutton set a snatch record in the U20 102kg category with 133kg.
- Andy Griffiths set a snatch record in the 109kg category with a 161kg lift.
- Bella Brown set triple records in the U20 76kg category with a 91kg snatch, 112kg clean and jerk and 203kg total.
- Madias Dodo Nzesso-Ngake set triple records in the 87kg category with a 110kg snatch, 130kg clean and jerk and 240kg total.

##### **BWL Inclusion Academies**

During the middle of 2023, BWL announced ten additional weightlifting clubs that had been accredited with Inclusion Academy status for 2023-24: Blackheath Weightlifting, Brunel Weightlifting & Stars for the Future (Joint West London), Southampton Weightlifting Club, Hampshire Barbell, Kingdom Barbell, Phoenix Weightlifting, Psych Weightlifting, Resilience Weightlifting, Weights & Cakes, Yorkshire Strength.

These clubs joined the current Inclusion Academies that have continued their status from the previous year: Atlas Weightlifting, Lakeside Weightlifting, Mettle (Previously Hallam Barbell), North Tyneside Barbell, Oxford Powersports, Pride Performance Weightlifting, and Wildboar Weightlifting.

##### **2023 British Age Group Championships (September 2023)**

The 2023 British Age Group Championships took place over the weekend of 9 – 10 September at the John Charles Centre for Sport in Leeds.

## BRITISH WEIGHT LIFTERS ASSOCIATION

### STRATEGIC REPORT (CONTINUED)

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With nearly 260 entries, this year's championships were the biggest to date, and for the first time in its history, BWL used three platforms to accommodate all the athletes. An unparalleled 38 new age group British records were set – a testament to the hard work of athletes and coaches.

Almost sixty U12/U10 lifters took to the green platform over the course of the first day. For lifters of this age, results are determined using the BWL points scoring system. The system is designed to encourage lifters to develop their technical ability. Final placings are determined through a combination of technical ability points and weight lifted.

The U10 girls opened the competition. First out was Neve Clowes, the youngest lifter to compete. On her way to the gold medal for her category she showed excellent technique, gaining maximum technical points in the snatch. Other gold medallists in this group were Ree Hayer, Mollie Cree, Ava Abed, Amber-Rose Clegg-Tyler, Ani Taylor and Amara-Lilli Roberts.

The second group were the U10 boys and again some excellent technique was demonstrated. Leon Moradi 'dropped' only two technical points on his way to the gold medal in the 67kg category. Noah Hawley, Dylan Botten, George Mason and Alfie Green were the other gold medallists in this group.

Abigail Burt led the way in group 3, scoring maximum technical points on her way to the gold medal in the U12 40kg category. Also winning gold were River Oatley, Camryn Carter and Izzabelle Deakin. Three of the U12 boys in the next group scored highly for technical ability, each just 3 points short of maximum. Axl Travis (40kg category), Noah Castro (49kg) and Tyler Fairbrother (73kg) took home well-deserved gold medals, as did Leon Sullivan in the 45kg category.

The penultimate group on the green platform were the last of the U12 girls where a further four gold medals were awarded to Anhelina Bychik, Esmee Williams, Elizabeth Sorbie and Emily Jackson. Emily's technique was impressive, with her finishing just one point short of the maximum available. The final group of the day saw 12 lifters battle it out. Gold medals went to Fraser Ruddock (55kg), Frankie Thewlis (61kg), Ryan Gray (67kg), Darius Mosavi (81kg) and Archie Green (89+kg). Archie scored the maximum points available for his outstanding technique, while Fraser also demonstrated great technical ability, only 1 point behind maximum.

The opening group on the red platform produced the first new British records. On his way to winning the U15 49kg title, Thomas Duggan set a new snatch record of 62kg. Competing in the same group, Harrison McGrogan added an astonishing 35kg to the total record for the U15 55kg category, with a snatch record of 77kg, clean and jerk record of 100kg giving a total record of 177kg. Llewellyn Waits added to the U15 men's age group records with three new records in the 61kg category – 73kg snatch, 89kg clean and jerk, giving a 162kg total.

The U17 lifters continued the record-breaking trend with Yuvraj Shergill setting a 55kg snatch record of 77kg; Silver Ee breaking all three of his existing records in the 67kg category with 107kg snatch, 134kg clean and jerk and 241kg total and Dylan Arthur breaking the 89kg clean and jerk record with 145kg.

Rounding out the men's records, Joshua Hutton increased his own U20 snatch and total records in the 102kg category with 135kg and 283kg; while Kun Mo Yang took the U20 109+ snatch record with 135kg, in the process improving his own total record to 296kg.

Not to be outshone, 22 records fell in the women's categories. In the opening group on the blue platform Aleksandra Walesa took her sister's records in the U15 40kg category with a 35kg snatch, 45kg clean and jerk and 80kg total. The records kept on coming with Phoebe Davis claiming a hat-trick of records in U15 59 kg category with 73kg snatch, 84kg clean and jerk and 157kg total.

There was a good battle in the U15 64kg category. Emily Arsali improved her own clean and jerk record to 80kg but then saw it broken by Annabelle Pettit with 82kg. Annabelle improved this to 88kg and, with her earlier snatch record of 73kg, added a third new British record with a 158kg total.

Records continued to tumble in the U17 40kg category. Not to be outdone by her younger sister, Julie Walesa improved her existing records with a 42kg snatch, 52kg clean and jerk and a 94kg total. In the 71kg category, Maddie Rosher achieved three new U17 records with an 80kg snatch, 100kg clean and jerk and 180kg total. In the 81kg category, Belle Needham added her name to the list of U17 record breakers with 91kg clean and jerk.

More records were to come with Emily Steel adding 2kg to the U20 64kg category snatch record with 98kg. Alex Mackay continued her record-breaking form, improving on all three U23 records she set at the recent British senior championships with a 55kg snatch, 74kg clean and jerk and a 129kg total in the 45kg category. Funmi Morgan brought the record-breaking extravaganza to a close with a new U23 81kg snatch record of 84kg and total record of 184kg.

#### **Stronger Together Coaching Conference (October 2023)**

On 14 October the first ever Stronger Together Coaching Conference took place at the East Midlands Conference Centre in Nottingham. We welcomed not only coaches from around the country but also, athletes, technical officials, and special guests from neighbouring national governing bodies.

The day commenced with an interactive session featuring 2-time Olympian Zoe Smith and Commonwealth Games Gold Medallist, Chris Murray. Zoe and Chris shared their personal experiences of progressing through the ranks, reflecting on past mistakes, and offering words of wisdom. Zoe recounted her journey, which began with gymnastics and eventually led her to weightlifting due to serendipitous circumstances. She described her career as unique, considering the relatively small size of the sport at the time. Chris had a similar story, transitioning from Olympic diving to weightlifting because of his personal preference for the latter. Both athletes shared their international competition experiences and discussed their favourite aspects of their careers.

Danny Lennon's presentation was on managing weight in the sport of weightlifting. Dieting is a prominent topic, not only in mainstream media, but especially in weight-based sports like Olympic lifting. He also covered the importance of proper hydration during water cutting and explored high and low-risk weight-cutting options. Additionally, he addressed the reasons behind choosing to cut weight initially and when to seek support help if coaches and the athlete's support network have concerns.

Thereafter, the conference reconvened with an open and honest conversation led by Giles Greenwood. Giles, a former competitive super heavyweight weightlifter is most renowned for his performance at the 2002 Manchester Commonwealth Games, where he secured a snatch gold, clean and jerk bronze, and a combined silver medal. Giles has held various coaching roles, from club and regional coach to head national coach and spoke about the importance of maintaining an open-minded approach to coaching and appreciating the diverse experiences professionals bring to the field.

The final presentation of the day was delivered by Spencer Arnold, US National Team Coach and mentor coach to three 3 current Olympians. Spencer shared his early experiences in sports, including his introduction to the gym and strength-based activities. Spencer is the founder and owner of Power and Grace Performance, characterised by its philosophical principles, that emphasises compassion, trust, and integrity.

#### **2023 British Masters Championships and British Open (October 2023)**

Over the weekend of October 21st and 22nd, the weightlifting community gathered in Scotland for a truly remarkable event - the British Masters Championships and British Open 2023. This competition, held at Hutchesons' Grammar School in Glasgow, was a testament to the dedication of athletes, coaches, officials, and enthusiasts,

Athletes from across the UK showcased their skill and hard-earned training. The commitment and effort that went into each lift were palpable and inspiring. The stand out performance came from Ally McGrath who set new Scottish U23 & Senior Snatch (80kg), clean and jerk (101kg) and Total (181kg) records in the 61kg category. Stella Kingsley also impressed with lifts of 68kg snatch and 90kg clean and jerk in the 49kg category.

#### **England Championships, Birmingham (December 2023)**

Held from 08 – 10 December, the 2023 England Championships marked a momentous return to the NEC in Birmingham and the home of 2022 Commonwealth Games.

Delivered as part of FitFest 2023 for the first time, this year's Championships celebrated 32 new British weightlifting records and 3 new para powerlifting records.

- Josh Hutton - U20/102kg category: Snatch of 140kg, Clean & Jerk of 161kg, Total of 301kg.
- Ramiro Mora Romero - Sen/96kg category: Clean & Jerk of 201kg.
- Myren Madden - U23/96kg category: Clean & Jerk of 181kg.
- Isabella Brown - U20/76kg category: Snatch of 92kg.
- Madison Farley - U23/76kg category: Clean & Jerk of 116kg, Total of 205kg.
- Andrew Griffiths - Sen/109kg category: Snatch of 162kg.
- Lottie Absalom - U17/81+kg category: Snatch of 84kg.
- Madias Dodo Ngono Ngake - Sen/87kg category: Snatch of 113kg, Clean & Jerk of 131kg, Total of 244kg.
- Funmi Morgan - U23/81kg category: Snatch of 89kg, Clean & Jerk of 103kg, Total of 192kg.
- Jonathan Chin - Sen/73kg category: Clean & Jerk of 170kg, Total of 300kg.
- Amelie Pelta - U15/55kg category: Clean & Jerk of 78kg, Total of 141kg.
- Eliza Pratt - U17/55kg category: Snatch of 63kg, Clean & Jerk of 83kg, Total of 146kg.
- Annabelle Pettit - U15/64kg category: Clean & Jerk of 89kg.
- Chris Murray - Sen/81kg category: Snatch of 148kg.
- Erin Friel - U20/71kg and U23/71kg categories: Snatch of 85kg, Clean & Jerk of 107kg, Total of 192.

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- Emily Steel - U20/64kg category: Clean & Jerk of 99kg.
- Tayla Hounsell - U17/61kg category: Total of 178kg.
- Lucy McGonigle - U17/71kg category: Snatch of 85kg, Clean & Jerk of 108kg, Total of 193kg (NI Youth Champs).

The 2023 England Championships was a landmark event that not only displayed athletic prowess but also reinforced the sense of community and camaraderie within the sport. It stands as a proud reminder of the talent and spirit that defines British weightlifting

#### England Age Group Championships (February 2024)

Between 23 – 25 February 2024, the England Age Group Championships were held at Maidstone Leisure Centre, Maidstone, Kent.

Across the three days there was an exceptional standard of lifting, with a final count of thirty-one new British records being established, and a number of lifters breaking their newly established records more than once.

The Championships got under way with the U20 and U23 athletes. Twenty-one new records were recognised by the end of the day. The first of the record breakers was Josie Griffiths in the U23 64kg category. Josie came away with records in the snatch (87kg) and total (192kg). Isabella Brown kept the records coming with a clean and jerk of 117 kg and new total record of 208kg in the U20 76kg category, the latter also being an U23 record. Madison Farley, lifting in the same group as Isabella, set a new clean and jerk record in the U23 76kg category with a lift of 118kg. Funmi Morgan, in the U23 81kg category came away with new records in the clean and jerk (107kg) and total (194kg); whilst in the U20 81kg category Lottie Absalom broke records across the board with a snatch of 89kg, clean and jerk of 103kg and total of 192kg. The final record-breaker of the ladies was Leyna-May Dugu – who came away as a new triple record holder with a snatch of 78kg, clean and jerk of 100kg, giving a total of 178kg in the U20 +87kg category.

Myren Madden yet again broke British records in the U23 96kg category, with new figures across the board. He started with a new snatch record of 148kg, followed this with a new clean and jerk record of 182kg, giving of course a new total record of 330kg. Joshua Hutton impressed in the U20 102kg category, breaking his own records with a snatch of 144kg, clean and jerk of 163kg, and a total of 307kg. His new snatch record surpassed that in the U23 category.

The U17 and U15 athletes took to the stage on the second day of the Championships. The first record breaker of the day was Aleksandra Walesa with a new snatch record of 38kg in the U15 40kg category. Following Aleksandra into the record books was Daisy Jones, with a triple record performance. Daisy snatched 58kg and clean and jerked 70kg, giving a total of 128kg in the U15 76kg category.

The records kept on coming in the next group, with U17 55kg lifter Eliza Pratt setting new figures in the snatch (67kg), clean and jerk (87kg) and total (154kg). Mention should be made of Amelia Pelta, who briefly held a new total record of 150kg. Not to be outshone, U17 59kg lifter Phoebe Davis also came away with a triple record performance with 77kg snatch, 86kg clean and jerk and 163kg total.

The last day of the Championships saw the U12 and U10 lifters take to the platform. All of these young athletes impressed, not only with their enthusiasm and commitment, but also with their technique. Every single one achieved maximum technical points for at least one of their lifts. There were ten lifters who were outstanding and scored maximum points across the board. Well done Rudy Robinson, Ellis Underdown, Oliver Brooks, Jacob Goodwin, Savannah Henry-Cook, Georgia Jenkinson, Camryn Carter, Dua Khan, Charlotte Ripalda and Isobelle Webster!

#### NATIONAL STATISTICS

Insofar as our domestic events are concerned, recent competitions in numbers were as follows:

- 2023 BUCS Championships (April 2023) – 186 entries
- 2023 England Legacy Masters Championships & Para Powerlifting Open (June 2023) – 81 masters entries and 12 paras
- 2023 British Championships (August 2023) - 146 seniors
- 2023 British Age Group Championships (September 2023) – 254 entries
- 2023 British Masters Championships and British Open (October 2023) – 110 masters entries and 99 open
- 2023 England Championships (December 2023) – 162 seniors entries and 55 masters
- 2024 England Age Group Championships (February 2024) – 195 entries
- Tier 3 club and home nation events (April - March), 105 held with 4665 entries
- The current gender split at competitions is on target at: 48% Male / 52% Female

### EDUCATION / FURTHER TRAINING PROGRAMMES

The current operational plan, which focused on digital transformation and the consolidation of online education and virtual competitions, has continued to prove most positive with year-end results above expectation. The new broader hybrid model, mixing traditional face to face, physical competitions and education with the new online opportunities is picking up more traction, as are the more traditional fully physical courses. Solid relationships with several bespoke courses delivered were forged with the Armed Forces, Royal Marines and the Prison College.

The online educational offer currently remains the most popular course delivery method. Annual sales continue to grow and have exceeded target with the educational portfolio continuing to be updated and extended to appeal to a wider audience.

During the year the fully accredited qualifications continued to perform well, with 966 new coaches successfully partaking in BWL weightlifting and strength training courses, which amounted to 1621 total learners across the whole education portfolio.

#### DiSE

Working closely with our partner Loughborough College, we have continued to deliver a successful DiSE programme. Throughout the year we engaged with over 35 learners and following a successful application for funding a new cohort of 20 students started in October 2023. As well as attending face to face camps and benefiting from one-to-one sessions, athletes have been given access to BWL education to provide technical, tactical and physical understanding of weightlifting in line with DiSE qualification requirements. In addition, performance lifestyle content has been delivered key areas of: sleep, rest, monitoring and adapting sporting commitments.

#### Raise the Bar (RTB)

BWL embarked on innovative projects aimed at promoting strength-related activities. The Raise the Bar (RTB) initiative focuses on engaging 11-16-year-olds through the establishment of five Talent Academies. Simultaneously, the Couch2Kilos (C2K) project targets increased female activity across 20 English locations. These projects are geared towards challenging stereotypes, fostering high-quality coaching networks, and promoting inclusivity.

#### Talent Transfer Camp

In 2023-2024, BWL continued with its successful talent transfer programme aimed at emerging talent.

The Talent Transfer Programme has been designed to identify athletes with potential from various sporting backgrounds. The aim of the programme is to provide a small group of talented young athletes aged 14-22 with a 2-year accelerated introduction into the sport of weightlifting.

Through this two-year period, the athletes will:

- Learn the key fundamentals behind the correct techniques involved
- Learn how to effectively execute the Olympic lifts and derivatives
- Learn how to complete strength and conditioning work that compliments weightlifting training
- Attend training camps at the national centre in Nottingham every 8 weeks
- Take part in several mock and official BWL competitions
- Gain access to the BWL education platform and complete the Complete British Weightlifter Level 1 and 2 courses, receiving certification at the end
- Learn the key skills and attributes that make a top weightlifter

### SPORTS DEVELOPMENT

We have continued to support and engage with our affiliated clubs with regular newsletters and social posts to keep them updated on relevant matters and have produced several resources to assist them in running and developing their clubs, how to generate more members and how to obtain additional funding. Through a scholarship scheme we also provided free coach and technical official training to a number of our clubs. A new "Tier 4" competition format was launched to help clubs reach a wider audience where clubs can design a bespoke competition to suit the audience and increase engagement. We also developed and delivered a new "Club Cup" involving several clubs.

As part of our aspiration to widen our reach, voice and influence around strength, new partnerships were created with a number of new organisations including Mix It Up Birmingham (Ladies only gym) and Skev Solomou (Highgate Youth, Lee Valley Youth, Lee Valley women) to focus on running strength training activities in targeted areas. A new partnership was created with Soma Space, who specialise in adopting a mental health approach to the design of their lifting offer to the community, often working with underrepresented groups. Finally, a new Partner Gym affiliation was launched and discussions started with a number of schools in order to develop a School affiliation scheme.

We developed a new 'youth voice' project intended to provide opportunities for young people to be included in the running of the sport, for their own personal development and for BWL to also benefit from their ideas and efforts.

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## BRITISH WEIGHT LIFTERS ASSOCIATION

### STRATEGIC REPORT (CONTINUED)

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Following the success of Birmingham 2022, the CWG legacy programme, focusing on tackling inequalities, was fully delivered and resulted in the training of more than 100 new coaches and technical officials, helping the establishment of new gyms/clubs and provision of over 500 strength and weightlifting training to almost 17,000 individuals. In conjunction with Her Spirit, the Coach2Kilos programme was also widely delivered to numerous women and girls.

#### **AWARENESS CAMPAIGNS**

##### Mental Health Awareness Week

As part of Mental Health Awareness Week, British Weight Lifting embarked on a campaign to raise awareness and offer support. Top athletes shared their advice and personal experiences surrounding training and mental well-being. An interview with Junior World Champion Mark Swan was released, contributing to open conversations about mental health within the sports community.

##### Black History Month

October was acknowledged as Black History Month, providing us with an opportunity to celebrate the achievements of Black weightlifters and para powerlifters. In response to member feedback, we committed to spotlighting more athletes on our website and sharing their remarkable stories, including the launch of the BWL "Empowering Black Female Champions" BWL Mentorship Programme.

##### International Women's Day

We acknowledged the observance of International Women's Day on 8 March and published a series of post celebrating numerous outstanding women that had represented BWL across various level of participation.

##### Pride Month

BWL celebrated June as pride month. Pride is a fantastic and colourful celebration of the sexual diversity of people. And while it is the festival of the LGBT+ (Lesbian, Gay, Bisexual, Transgender) community, it's a wonderful time for people from all backgrounds to join together and celebrate sexual diversity and support their LGBT+ friends and colleagues. As well as being a month-long celebration, Pride month is also an opportunity to raise political awareness of current issues facing the community.

#### **INVESTMENTS, FUNDS, PARTNERS**

##### Sport England Investment and Uniting the Movement Strategy

BWL was honoured to be included in Sport England's investment announcement. As part of a collaborative partnership involving over 120 organisations, we are dedicated to enhancing access to sport and physical activity across the nation. This recognition will result in £2,808,653 of government and National Lottery funding over a five year period for the co-delivery of the Uniting the Movement strategy. Our "Stronger-Together" strategy aims to foster diversity and inclusivity within our programs, promoting increased activity levels.

##### Appreciation to the National Lottery

November marked the National Lottery's birthday, allowing us to express our heartfelt appreciation for their unwavering support to British Weight Lifting over the years. Their consistent backing has played a pivotal role in our achievements and growth.

##### Recognition of Partners and Contributors

In addition to acknowledging our athletes and support teams, we expressed our gratitude to our funding partners, including UK Sport, Sport England, TASS, and The National Lottery. We also highlighted the invaluable contributions of partners such as Eleiko, SBD, Sportscover, Optimum Nutrition, Joymo, and Sport and Fitness Flooring.

We would also like to add our thanks to Sport Wales, Sport Scotland and Sport Northern Ireland for their respective support, which not only ensured the continued growth and development of our talented young athletes but also allowed the sport as a whole to reach a wider and more diverse audience.

#### **BWL INTERNATIONAL ADVOCACY / ORGANISATION / BOARD**

##### **International Advocacy**

Via our funded UK Sport International Relations strategy, BWL is proud of its emerging presence internationally:

- Matthew Curtain, IWF Executive Board Member & IF Delegate Paris 2024
- Heather Allison, IWF Technical Committee Member & CWF Vice-President
- Keith Morgan OBE, IWF Coaching & Research Committee Member
- Cyrille Tchatchet II, IWF Athletes' Commission Member
- Jenny Tong, Vice Chair, EWF Athletes' Commission

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### STRATEGIC REPORT (CONTINUED)

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#### **Volunteers**

Significant events like the British and England Championships prompted us to reflect on organisational strengths and areas for improvement. We emphasised the vital role of technical officials and volunteer recognition in ensuring the success of our events. We actively engaged with BWL volunteers to understand their needs and expectations, laying the foundation for a sustainable volunteer culture.

#### **Awards**

##### Annual Achievement Awards

The Annual Achievement Awards 2023 by BWL aimed to recognise and celebrate exceptional individuals in the weightlifting and para powerlifting community. Nominations were received and a selection panel shortlisted candidates for each category. The awards covered various aspects including athletes' achievements, dedicated coaches, clubs, and volunteers.

##### **Louis Martin MBE Lifetime Achievement Award – KEITH MORGAN OBE**

Keith is the driving force behind Crystal Palace Weightlifting Club & was recently honoured with an OBE for Services to Sport. Keith has been involved in weightlifting for more than 50 years as an athlete, coach, talent recruiter, anti-doping tester and competition organiser. He was also technical operations manager at the London 2012 Olympic and Paralympic Games & sits on the IWF Coaching & Research Committee. He coached Weightlifting Olympian Emily Muskett and Shot-putter Myrtle Augee as well as the IWF Athletes Commission Chair, Forrester Osei. His incredible dedication and impact on the weightlifting community has truly uplifted the sport.

##### **Optimum Nutrition Technical Official of the Year Award – JESS ROEBUCK-SLANEY**

Jess' passion for lifting is all consuming. A competitive lifter herself, Jess is also a devoted & dedicated Technical Official. She selflessly & endlessly volunteers across weightlifting events across the country & is always a consummate professional. Jess is co-owner of Atticus Barbell Club & co-host of the To the Bar podcast with Aaron Holt.

##### **Brian Hamill Unsung Hero of the Year Award – EDDIE HALSTEAD**

Eddie is truly the backbone of weightlifting & is considered a true hero among the community. He works endlessly to deliver competition logistics at innumerable events every year, is a diligent technical official & a legendary speaker. What he doesn't know about weightlifting isn't worth knowing.

##### **Eleiko Coach of the Year – AMY KIRBY-SAUNDERS**

Amy has been involved in the sport of weightlifting for 13 years & gravitated towards coaching others. Amy founded her club Resilience Weightlifting in Bath after identifying that there were no clubs in her region, and she aspired to give new & current weightlifters a club and a community to be a part of, & to help them achieve their full potential within the sport. Amy is also a BWL pathway coach & recently coached our international teams at the IWF World Youth Championships & EWF European Youth Championships.

##### **SBD Young Weightlifter of the Year Award – BELLA BROWN**

For the first time ever, two lifters have jointly won the Young Weightlifter of the Year Award, both equally deserving of the title! Bella is a rising star in weightlifting & is the British record holder in U15, U17, U20 & U23 age groups. She won bronze at the European Junior Championships in 2023 & has recently been selected for the BWL GB academy.

##### **SBD Young Weightlifter of the Year Award – JOSH HUTTON**

For the first time ever, two lifters have won the Young Weightlifter of the Year Award, both equally deserving of the title! Josh lists with North Tyneside Barbells & has broken 8 Junior British Records in his weightlifting career - U15 / U17 / U20. He was the U20 British Age Groups Champion in 2023, the U20 England Age Group Champion in 2023 & 2024. He won gold at BUCS 2023 & silver in 2024. He represented England Juniors in 2024 & has been selected for this year's GB Junior Squad.

##### **S&F Flooring Volunteer of the Year Award – HOLLY BAKER**

Holly's commitment to volunteering at both the local and national level competitions is admirable, it demonstrates her willingness to give back to the weightlifting community and support others in achieving their goals. Last year, Holly also won Technical Official of the Year.

##### **Sportscover Weightlifter of the Year Award – CHRIS MURRAY**

British Weightlifting's very own Chris Murray, who works as a Pathway Coach, has represented both England & Great Britain on the international platform. He won gold at the Commonwealth Games 2022 & broke the Games record. In 2023/24, Chris snatched double bodyweight 3 times & broke 2 British records in 2 different weight categories.

## BRITISH WEIGHT LIFTERS ASSOCIATION

### STRATEGIC REPORT (CONTINUED)

#### FOR THE YEAR ENDED 31 MARCH 2024

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##### **Eleiko Club of the Year – NORTH TYNESIDE BARBELLS (Steve Sharp)**

North Tyneside Barbells started in 2014, so what an accolade to win Club of the Year on their 10th anniversary. The club was founded by Steve Sharp and is currently one of the largest clubs in the country based on active memberships. The club's motto is 'Strong People build Strong Societies' and Steve's aim is to build young individuals into positive, impactful members of society through strength training and competitive sport.

##### **John Lear Outstanding Contribution Award – CYRIL MARTIN**

Cyril Martin is based at Atlas Weightlifting Club, in Alfreton, Nottinghamshire. Cyril has over six decades of weightlifting experience. At sixty, he even competed at the World Masters Championships. Cyril has coached many athletes to medal successes, his most notable being Emily Campbell at the 2020 Olympic Games. Hugely deserved, he has, and continues to make an incredible contribution to the sport of weightlifting.

##### **Inspiring Others Award – EMILY CAMPBELL**

Emily is the most successful British weightlifter of modern times, a 2022 Commonwealth Games gold medallist (including the Flag Bearer for Team England across all sports at the Opening Ceremony), silver medallist at the Tokyo 2020 Olympics & she recently won her fourth consecutive title at the European Championships in 2024. Emily will represent Team GB at the Paris 2024 Olympics. Emily remains an inspiration to a nation of weightlifters of all ages & abilities, encouraging everyone from all backgrounds, genders & races to try the sport and embrace all the opportunities it provides.

##### **Optimum Nutrition Masters Lifter of the Year Award – GEMMA PEREGRINE**

Gemma is a seasoned master's lifter who currently holds all British Masters Records in the Snatch / Clean & Jerk / Total in the W40-45 U55kg. She was the 2023 British (Bangor), European (Waterford IRL) & World (Poland) Masters Champion & has also competed in the British & England Seniors in the 55kg category.

##### **SBD Young Para Powerlifter of the Year – EVELYN THOMAS**

A rising star in para powerlifting, Welsh athlete Evelyn Thomas is 15 years old and already has a best competition lift of 67kg

##### **Sportscover Para Powerlifter of the Year – ZOE NEWSON**

Zoe Newson is a legend of para powerlifting having lifted internationally since 2012. During this time, she has competed at three Paralympics, as well as various other important events. She is a triple medallist at the Paralympic Games, dual medallist at the World Championships and won Commonwealth Games Gold at Birmingham 2022.

## MARKETING AND COMMUNICATIONS

We continue to see very good performances across marketing and communications, especially via Instagram, Facebook, as well as our traditional platform of newsletters.

With click through and open rates continuing to increase month on month with March achieving the best rates ever:

- Member newsletter: 69% open rate / 19% click through rate
- Club newsletter: 82% open rate / 29% click through rate
- Non-member newsletter: 32% open rate / 4% click through rate

Social media platforms and website traffic equally continues to grow steadily:

	March 2023	March 2024
--	------------	------------

BWL web stats for the reporting period:

Total views:	978K
User engagement:	477K
Session Start:	352K
First visit:	193K
Scroll:	113K
File download:	103K
Active Users:	198K
New users:	193K

## BRITISH WEIGHT LIFTERS ASSOCIATION

### STRATEGIC REPORT (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2024

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Average engagement time per active user: 1m 12s

#### OPERATIONS AND GOVERNANCE

British Weight Lifters' Association trading as British Weight Lifting is a company limited by guarantee. It is the NGB for the sports of Olympic weightlifting and Paralympic-Powerlifting in the United Kingdom. We are responsible for the growth and success of weightlifting and para-powerlifting at every level. Our work sees us support a network of weightlifting bodies, clubs and gyms across the UK, together with thousands of people involved actively in Olympic and Paralympic-Powerlifting disciplines.

We believe that we can play an important role in making weightlifting a part of everyday life and a means to tackle national inactivity.

In doing so, we believe we can help create a healthier, happier and stronger nation.

Area one focusses on delivering success in its core markets of Olympic and Paralympic sport, with athletes, members and clubs at the heart of every decision, whilst the second focus allows BWL to explore new and much broader strength-related markets with the opportunity to engage with new partners and become a visible advocate for the very real physical and mental health benefits for communities that are more active and stronger throughout their life cycles.

BWL continues to seek new partnerships within the strength sector and to align more closely with Crossfit and High Street Gyms, including its participation at the Turf Games for the first time as well as partnering with Strength in Depth to co-host our British and England Championships.

A further positive partnership was re-signing of our agreement with the UK Armed Forces with the Army, RAF, Royal Navy and Royal Marines all affiliating to BWL. BWL committed to providing greater education, knowledge sharing and support to establish Olympic and Paralympic programmes within the services and in return the armed services committed to providing greater number of male and female volunteers to support a wide variety of roles at BWL events.

BWL employs a team of 28 staff made up of full-time and part-time employees (as of March 2024), covering all the key areas to ensure we can deliver successfully our strategic objectives.

The Board is the ultimate decision-making body and exercises the powers of the organisation and is responsible for:

- Setting the strategy of the organisation.
- Approving the long-term financial plan and annual budget
- Monitoring delivery of the operational plan, priorities and objectives
- Periodic review of the financial plan and performance against annual budget and periodic review of major risks and programmes

Day-to-day management of British Weight Lifting is delegated by the Board to the senior leadership team under the leadership of the CEO. Financial authorities are in place for each level of the Executive structure.

The Board believes it operates at a high standard of governance and as such are pleased to report that the organisation received further confirmation during the year from UK Sport and Sport England that it remained fully compliant with the Code for Sports Governance.

Continuing compliance with the Code will be monitored by Sport England and UK Sport. In the meantime, our commitment to the highest standards of governance remains undiminished. The Board ensured our governance structure, governing documents, policies and procedures continue to meet the Tier 3 requirements of the Code. Our structure and many of our policies, including financial, have benefited from regular and thorough review.

As at 31 March 2024, the Board comprised eight members, including the CEO. Of that number, six (75%) are independent of the sport, four (50%) are women and two members have an ethnic minority background (25%) and one is White-Asian (Chinese) (13%). The Chair of the Athletes Commission is also a voting member.

The Board is independently chaired by Angus Kinnear, who was appointed on 1 June 2019.

## BRITISH WEIGHT LIFTERS ASSOCIATION

### STRATEGIC REPORT (CONTINUED)

#### FOR THE YEAR ENDED 31 MARCH 2024

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The BWL Board remains supported by a framework of sub-committees comprising Audit and Finance, Commercial and Development, Home Nations (with separate structures for England, Northern Ireland, Scotland and Wales), Nominations, Performance (including Selection and Appeals) and International Relations. All are chaired by a Board member and comprise either co-opted and/or appointed members. All sub-committees operate under revised terms of reference approved by the Board and continued to meet virtually throughout the period, minuting such meetings and reporting to the Board at the next available opportunity.

BWL remains fully compliant in safeguarding following the latest CPSU review. We have continued to implement our action plan and have developed a number of new support materials and launched a new e-learning module for members and clubs.

The organisation remains GDPR compliant with no reported issues and is committed to Clean Sport, working closely with the IWF, the IPC, WADA and UKAD to maintain the integrity of sport. Moreover, BWL is compliant with the new UKAD assurance framework.

The Board met four times during the year under review and the minutes of Board meetings are published on our website at <http://britishweightlifting.org/about/governance>. The Board reviewed its effectiveness and collective skills set during the year in accordance with good practice.

#### BOARD ATTENDANCE 2023/24

	Number of meetings attended	Maximum possible number
Angus Kinnear (Ind. Chair)	4	4
Phil Edmondson (NED)	3	4
Jenny Tong (NED)	4	4
Kelly Sotherton (INED)	2	4
Rupinder Ashworth (INED)	3	4
Neill Wood (INED)	3	4
Sheona Southern (INED)	2	4
Matthew Curtain (CEO)	4	4

#### EQUALITY, DIVERSITY & INCLUSIVITY

Weightlifting and Para-Powerlifting are global sports with a worldwide appeal and BWL strives to ensure that the diverse representation of those taking part in our sports is fully reflected across our governance structure.

BWL has made considerable progress in recent years but remains committed to ensuring that our sport is totally accessible to all and we are fully committed to providing equal opportunities to all employees, potential employees, past, present and potential members and participants, coaches, instructors, volunteers and officials.

Our commitment to equal opportunities ensures everyone is treated fairly and on an equal basis. We do not condone discrimination on the grounds of sex, age, disability, race, colour, nationality, ethnic or national origin, religion or belief, sexual orientation, pregnancy or maternity or marital or civil partnership, gender reassignment or social status.

Inclusivity is again one of our core values running through the heart of BWL's 2021-2025 Strategic Plan, as we strive to ensure our sport is accessible and attractive to the widest audience. We encourage all connected to weightlifting to embrace diversity and we are actively seeking new partnerships to broaden our offer.

In our Strategic Plan we have committed to increasing the diversity of volunteers (including Board and committee members), participants, instructors, staff and our wider workforce. Work started on the development of a new Diversity and Inclusion Action Plan (DIAP) in order to tackle any inequalities and create a more inclusive culture.

#### BWL COMMITMENT AND DAY-TO-DAY PRACTICE

BWL commits to ensuring that equality and diversity procedures, policies and practices are active at all times throughout the organisation, including in internal and external facilities.

Our target is to maintain a position where a minimum of 30% of Board members are from each gender, maintain as close to possible an equal split in competition entries, technical officials and develop and grow the number of high-quality female coaches.

**BRITISH WEIGHT LIFTERS ASSOCIATION**

**STRATEGIC REPORT (CONTINUED)**

**FOR THE YEAR ENDED 31 MARCH 2024**

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**MONITORING**

BWL conducts regular equality monitoring of all groups (Board, staff, job applicants, members, coaches, instructors, officials, elite squads).

**RISK MANAGEMENT AND INTERNAL CONTROLS**

The Board is responsible for risk management and internal controls. The Chief Executive and management team are responsible for identifying and reviewing the risks, reporting these to the Audit and Finance Committee and the Board. Controls and appropriate actions are put in place to mitigate identified risks as far as it is possible and practical to do so.

This principal risk relates to the uncertainty of future revenue streams, particularly the investments of public funders (which are reviewed annually against agreed performance targets, together with remaining compliant with A Code for Sports Governance) and commercial partners. The risk of revenue loss is mitigated to some extent in that a large element of expenditure in each financial year is discretionary and can be reduced in subsequent financial years to match income without breaching legal commitments. Additionally, cash balances and reserves mitigate short term impacts of these risks.

The Board reviews the effectiveness of risk management and internal controls at each meeting and is satisfied that they provide reasonable assurance.

**MEMBERSHIP**

As of March 2024, membership numbers are as follows:

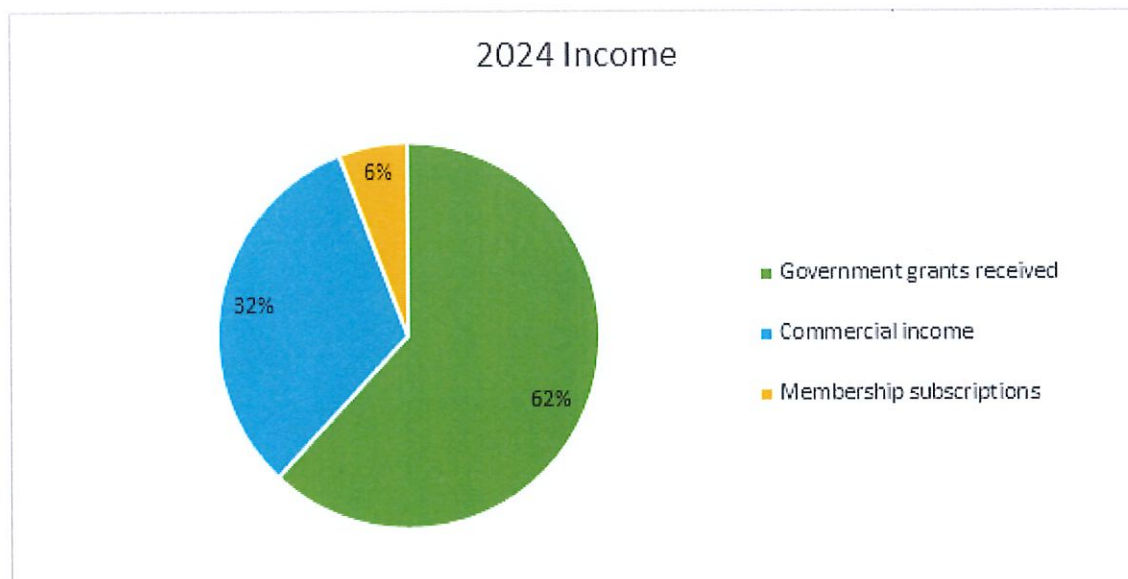
- 3,747 individuals (continued steady increase month on month)
- 135 clubs

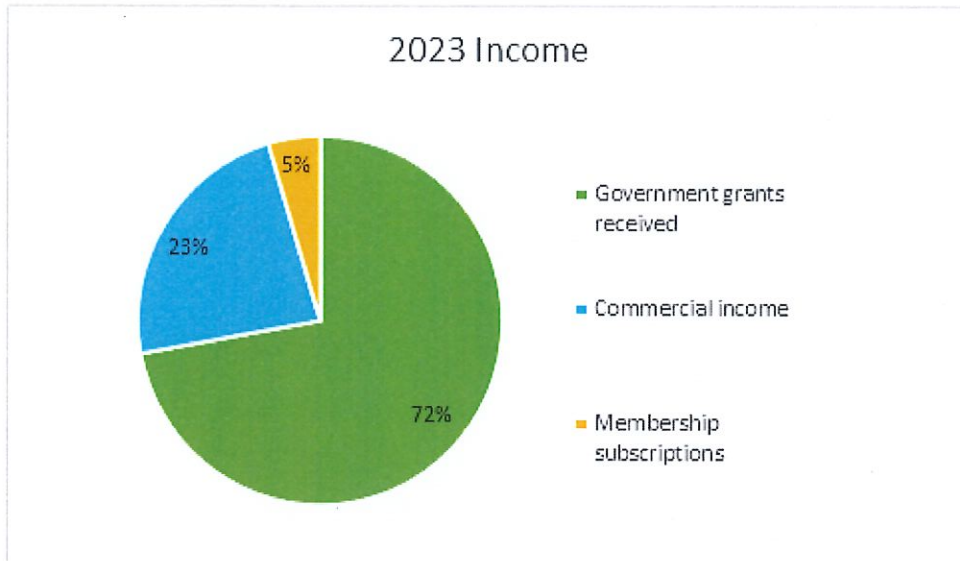
**FUNDING AND FINANCE**

The Board of Directors (the Board) is pleased to report that the audited accounts for the year ended 31 March 2024 show that the company has consolidated its financial position with a surplus of £28,205 (2023: surplus £22,518).

The year end result maintains positive operational progress and builds upon the reserves, which increased to £300.613 (2023: £272,408). This value remains above the minimum level set by the board of three months' operating expenditure.

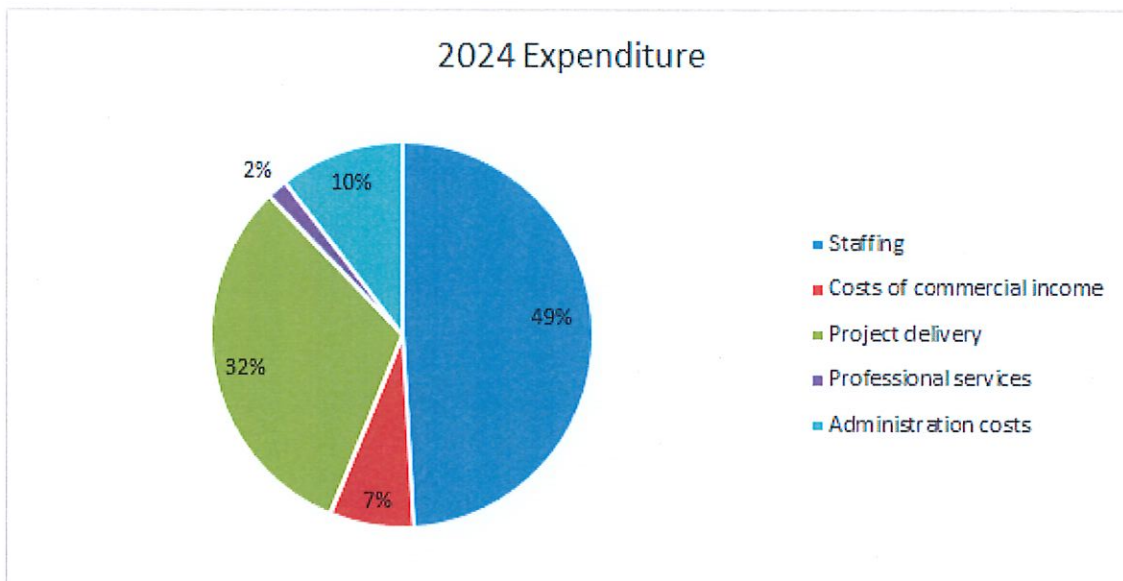
Comparison of the income and expenditure account with that of the previous financial year highlights the organisation's successful focus on commercial activities.



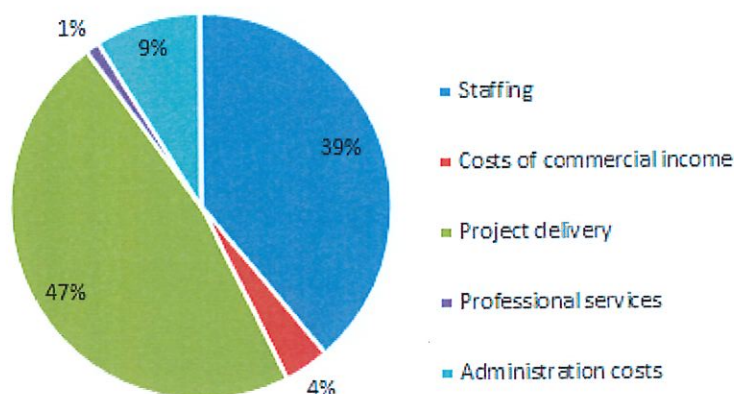


Total income in the financial year fell to £2,453,763 – a reduction of 14%

Government grant income reduced by 26% in a year of consolidation following the establishment of our Olympic weightlifting programme in the previous financial year. Additionally, the successful legacy project around the Birmingham 2022 Commonwealth Games came to a close. However, an increased demand for our education courses was the catalyst for a 19% increase in commercial income.



### 2023 Expenditure



Expenditure during the financial year fell by 14%, which was to be expected given the reduction in grant delivery. In a difficult economic environment attributable to the cost of living increases, the Governing Body was happy to ensure that, collectively, the increase in wages and overheads costs was restricted to 8%.

Costs of commercial income rose by 62%, a direct consequence of the success in the increased delivery of our education courses.

During the current year audit, it was identified that the accounting treatment of the grants was not in line with the accounting policy. In previous years, costs relating to grants were being recognised early to match grant income received in the year. However, the policy is that grant income recognised in the year should be in line with the grant expenditure incurred in the year, meaning any unused funds from grants received should be deferred to future periods. Consequently, a correction has been made to the current year figures which resulted in both the government grants received and the project delivery costs to decrease by £257,656. This adjustment has no impact on the surplus or reserves balance in either this year or the prior year.

Had the grants been accounted for in line with previous years treatment, grant income would have been £1,777,722 (2023: £2,062,590), Sport England project costs would have been £370,892 (2023: £289,853) and performance costs would have been £640,506 (2023: £972,676).

BWL continues to strive to achieve a balance of maximising the amount of our revenues which are invested into the sport, yet at the same time ensuring that the organisation is financially stable enough to manage future challenges. Maintaining our reserves at the levels stipulated by the Board demonstrates this.

The renewal of Sport England's investment through to 2026 and demonstrates the confidence that our stakeholders share in our plans.

#### FUTURE ACTIVITY

Against the backdrop of our athletic success and aligned to our clear financial objectives, we have emerged in good shape and look forward to 2024/25 with real excitement and great anticipation.

Operationally we will build on the reflections of the past and the lessons learned to better engage with all our stakeholders and continue to challenge our traditional ways of operating. We will continue to accelerate our digital transformation, with a critical focus on broadening our educational programme, further improving our communication channels and online competition platforms.

With our Charitable Foundation we aim to support opportunities for future growth and development of the sport at all levels and age groups. Similarly, the BWL strategy will enable the sport to continue to grow and develop as we seek to play a larger role in educating communities about the importance of long-term strength, both physical and mental for individuals who seek to be increasingly active, fitter and healthier.



BRITISH WEIGHT LIFTERS ASSOCIATION

STRATEGIC REPORT (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2024

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Insofar as new projects are concerned, BWL's new format competitions are now operational, and we continue to explore ways to promote it via the wider strength and conditioning sector, including expanding upon the Strength Series, Club Cup as well as exploring the reintroduction of regional championships.

We will continue to maintain our values, review and evolve and concentrate on growing our current opportunities in line with members and stakeholder demands and expectations. Tackling inequalities will remain at the core of everything we do. We are reviewing our membership offer as well as accelerating cultural change and learnings to build on our operational strengths. We must continue to listen and when allowed to deliver high quality, passionate and exciting sport that not just attracts those immediately associated but will broaden our appeal and welcome a whole new breed of sporting enthusiasts.

'People and Partnerships' sit at the core of our DNA and so from an operational perspective, and despite the bespoke challenges, the BWL team around the country have continued to work tirelessly to ensure both sports continue to succeed.

It has been an incredibly tough but rewarding year and the Directors appreciate their patience, resilience, adaptability, that has ensured that we are now a more financially stable organisation that can face the future, whatever it throws at us, with far greater confidence.

On behalf of the board



MF Curtain

Director

Date: .....

01/10/2024

## BRITISH WEIGHT LIFTERS ASSOCIATION

### DIRECTORS' REPORT

#### FOR THE YEAR ENDED 31 MARCH 2024

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The directors present their annual report and financial statements for the year ended 31 March 2024.

#### Principal activities

The principal activity of the company continued to be that of the national governing body for the sport of weight lifting and power lifting.

#### Directors

The directors who held office during the year and up to the date of signature of the financial statements were as follows:

R K Ashworth  
MF Curtain  
P I Edmondson  
A R Kinnear  
J J Payne  
K Sotherton  
S E Southern  
J E Tong  
R Wainwright  
N C Wood

(Appointed 23 July 2024)

(Appointed 23 July 2024)

(Resigned 17 June 2024)

#### Auditor

Clarkson Hyde LLP were appointed as auditor to the company and in accordance with section 485 of the Companies Act 2006, a resolution proposing that they be re-appointed will be put at a General Meeting.

#### Statement of directors' responsibilities

The directors are responsible for preparing the annual report and the financial statements in accordance with applicable law and regulations.

Company law requires the directors to prepare financial statements for each financial year. Under that law the directors have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). Under company law the directors must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the company and of the surplus or deficit of the company for that period. In preparing these financial statements, the directors are required to:

- select suitable accounting policies and then apply them consistently;
- make judgements and accounting estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in business.

The directors are responsible for keeping adequate accounting records that are sufficient to show and explain the company's transactions and disclose with reasonable accuracy at any time the financial position of the company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The directors are responsible for the maintenance and integrity of the company website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

BRITISH WEIGHT LIFTERS ASSOCIATION

DIRECTORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2024

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**Statement of disclosure to auditor**

So far as each person who was a director at the date of approving this report is aware, there is no relevant audit information of which the company's auditor is unaware. Additionally, the directors individually have taken all the necessary steps that they ought to have taken as directors in order to make themselves aware of all relevant audit information and to establish that the company's auditor is aware of that information.

On behalf of the board



MF Curtain

Director

Date: 01/10/2024

## BRITISH WEIGHT LIFTERS ASSOCIATION

### INDEPENDENT AUDITOR'S REPORT

#### TO THE MEMBERS OF BRITISH WEIGHT LIFTERS ASSOCIATION

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#### Opinion

We have audited the financial statements of British Weight Lifters Association (the 'company') for the year ended 31 March 2024 which comprise the statement of comprehensive income, the balance sheet and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the company's affairs as at 31 March 2024 and of its surplus for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

#### Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the *Auditor's responsibilities for the audit of the financial statements* section of our report. We are independent of the company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

#### Conclusions relating to going concern

In auditing the financial statements, we have concluded that the directors' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the directors with respect to going concern are described in the relevant sections of this report.

#### Other information

The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. The directors are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

#### Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of our audit:

- the information given in the strategic report and the directors' report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the strategic report and the directors' report have been prepared in accordance with applicable legal requirements.

**BRITISH WEIGHT LIFTERS ASSOCIATION**

**INDEPENDENT AUDITOR'S REPORT**

**TO THE MEMBERS OF BRITISH WEIGHT LIFTERS ASSOCIATION (CONTINUED)**

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**Matters on which we are required to report by exception**

In the light of the knowledge and understanding of the company and its environment obtained in the course of the audit, we have not identified material misstatements in the strategic report and the directors' report. We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of directors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the directors were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemption in preparing the directors' report.

**Responsibilities of directors**

As explained more fully in the directors' responsibilities statement, the directors are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the directors determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error. In preparing the financial statements, the directors are responsible for assessing the company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the directors either intend to liquidate the company or to cease operations, or have no realistic alternative but to do so.

**Auditor's responsibilities for the audit of the financial statements**

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.


A further description of our responsibilities is available on the Financial Reporting Council's website at: <https://www.frc.org.uk/auditorsresponsibilities>. This description forms part of our auditor's report.

**Other matters which we are required to address**

We were appointed by the Audit & Finance Committee of British Weight Lifters Association on 10 May 2024 to audit the financial statements for the period ending 31 March 2024. Therefore, the comparatives were audited by the previous auditors.

**Use of our report**

This report is made solely to the company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the company and the company's members as a body, for our audit work, for this report, or for the opinions we have formed.



**Graham Speck**

**Senior Statutory Auditor**

**For and on behalf of Clarkson Hyde LLP**

1 October 2024

**Chartered Accountants**

**Statutory Auditor**

3rd Floor  
Chancery House  
St Nicholas Way  
Sutton  
Surrey  
SM1 1JB

**BRITISH WEIGHT LIFTERS ASSOCIATION**  
**STATEMENT OF COMPREHENSIVE INCOME**  
**FOR THE YEAR ENDED 31 MARCH 2024**

	Notes	2024 £	2023 £
<b>Income</b>	<b>3</b>	2,453,763	2,860,656
Cost of sales		(2,165)	(65,487)
<b>Gross surplus</b>		2,451,598	2,795,169
Administrative expenses		(2,434,818)	(2,775,097)
<b>Operating surplus</b>	<b>4</b>	16,780	20,072
Interest receivable and similar income	7	11,773	2,734
Interest payable and similar expenses	8	(348)	(288)
<b>Surplus before taxation</b>		28,205	22,518
Tax on surplus		-	-
<b>Surplus for the financial year</b>		28,205	22,518

The income and expenditure account has been prepared on the basis that all operations are continuing operations.

BRITISH WEIGHT LIFTERS ASSOCIATION

BALANCE SHEET

AS AT 31 MARCH 2024

	Notes	2024		2023	
		£	£	£	£
<b>Fixed assets</b>					
Tangible assets	9		9,993		14,096
<b>Current assets</b>					
Stocks	10	2,032		-	
Debtors	11	183,992		44,382	
Cash at bank and in hand		696,351		1,126,516	
		<u>882,375</u>		<u>1,170,898</u>	
<b>Creditors: amounts falling due within one year</b>	12	(591,755)		(912,586)	
<b>Net current assets</b>			<u>290,620</u>		<u>258,312</u>
<b>Net assets</b>			<u>300,613</u>		<u>272,408</u>
<b>Reserves</b>					
Income and expenditure account			<u>300,613</u>		<u>272,408</u>
<b>Members' funds</b>			<u>300,613</u>		<u>272,408</u>

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

The financial statements were approved by the board of directors and authorised for issue on ..... and are signed on its behalf by:



MF Curtain  
Director

Company registration number 00586136 (England and Wales)

# BRITISH WEIGHT LIFTERS ASSOCIATION

## NOTES TO THE FINANCIAL STATEMENTS

### FOR THE YEAR ENDED 31 MARCH 2024

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#### 1 Accounting policies

##### Company information

British Weight Lifters Association is a private company limited by guarantee incorporated in England and Wales. The registered office is 1st Floor Office Suite St Ann's Mill, Commercial Road, Leeds, LS5 3AE.

#### 1.1 Accounting convention

These financial statements have been prepared in accordance with FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS 102") and the requirements of the Companies Act 2006.

The financial statements are prepared in sterling, which is the functional currency of the company. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention, modified to include the revaluation of freehold properties and to include investment properties and certain financial instruments at fair value. The principal accounting policies adopted are set out below.

#### 1.2 Going concern

At the time of approving the financial statements, the directors have a reasonable expectation that the company has adequate resources to continue in operational existence for the foreseeable future. Thus the directors continue to adopt the going concern basis of accounting in preparing the financial statements.

#### 1.3 Turnover

Turnover is measured at the fair value of the consideration received or receivable, excluding discounts, rebates, value added tax and other sales taxes.

##### Grant income

Grants are classified either as a grant relating to revenue or a grant relating to assets.

Grants relating to revenue are recognised in income on a systematic basis over the periods in which the entity recognises the related costs for which the grant is intended to compensate.

Grants relating to assets are recognised in income on a systematic basis over the expected useful life of the asset.

##### Other income

Other income is recognised during the period in which it arises. Income received in respect to services or goods provided in a different period is deferred or accrued as required. Income is only recognised when the following conditions are satisfied:

- the company has transferred the significant risks and rewards of ownership to the buyer;
- the amount of revenue can be measured reliably;
- it is probable that the company will receive the consideration due under the transaction; and
- the costs incurred or to be incurred in respect of the transaction can be measured reliably.

#### 1.4 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Weightlifting equipment	25.00% on straight line
Fixtures and fittings	12.50% on reducing balance
IT equipment	33.33% on straight line

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is credited or charged to surplus or deficit.



**1 Accounting policies**

(Continued)

**1.5 Impairment of fixed assets**

At each reporting period end date, the company reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any). Where it is not possible to estimate the recoverable amount of an individual asset, the company estimates the recoverable amount of the cash-generating unit to which the asset belongs.

Recoverable amount is the higher of fair value less costs to sell and value in use. In assessing value in use, the estimated future cash flows are discounted to their present value using a pre-tax discount rate that reflects current market assessments of the time value of money and the risks specific to the asset for which the estimates of future cash flows have not been adjusted.

If the recoverable amount of an asset (or cash-generating unit) is estimated to be less than its carrying amount, the carrying amount of the asset (or cash-generating unit) is reduced to its recoverable amount. An impairment loss is recognised immediately in surplus or deficit, unless the relevant asset is carried at a revalued amount, in which case the impairment loss is treated as a revaluation decrease.

Recognised impairment losses are reversed if, and only if, the reasons for the impairment loss have ceased to apply. Where an impairment loss subsequently reverses, the carrying amount of the asset (or cash-generating unit) is increased to the revised estimate of its recoverable amount, but so that the increased carrying amount does not exceed the carrying amount that would have been determined had no impairment loss been recognised for the asset (or cash-generating unit) in prior years. A reversal of an impairment loss is recognised immediately in surplus or deficit, unless the relevant asset is carried at a revalued amount, in which case the reversal of the impairment loss is treated as a revaluation increase.

**1.6 Stocks**

Stocks are stated at the lower of cost and estimated selling price less costs to complete and sell. Cost comprises direct materials and, where applicable, direct labour costs and those overheads that have been incurred in bringing the stocks to their present location and condition.

Stocks held for distribution at no or nominal consideration are measured at the lower of cost and replacement cost, adjusted where applicable for any loss of service potential.

**1.7 Cash and cash equivalents**

Cash and cash equivalents are basic financial assets and include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

**1.8 Financial instruments**

The company has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the company's balance sheet when the company becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

*Basic financial assets*

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

**1 Accounting policies**

(Continued)

*Classification of financial liabilities*

Financial liabilities and equity instruments are classified according to the substance of the contractual arrangements entered into. An equity instrument is any contract that evidences a residual interest in the assets of the company after deducting all of its liabilities.

*Basic financial liabilities*

Basic financial liabilities, including creditors, bank loans, loans from fellow group companies and preference shares that are classified as debt, are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

**1.9 Taxation**

The company is exempt from corporation tax, it being a company not carrying on a business for the purposes of making a profit.

**1.10 Employee benefits**

The costs of short-term employee benefits are recognised as a liability and an expense, unless those costs are required to be recognised as part of the cost of stock or fixed assets.

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the company is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

**1.11 Retirement benefits**

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

**1.12 Leases**

Rentals payable under operating leases, including any lease incentives received, are charged to profit or loss on a straight line basis over the term of the relevant lease except where another more systematic basis is more representative of the time pattern in which economic benefits from the leases asset are consumed.

**2 Judgements and key sources of estimation uncertainty**

In the application of the company's accounting policies, the directors are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

**3 Income**

The total turnover of the company for the year has been derived from its principal activity wholly undertaken in the England and Wales.

**BRITISH WEIGHT LIFTERS ASSOCIATION**

**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**

**FOR THE YEAR ENDED 31 MARCH 2024**

**4 Operating surplus**

	<b>2024</b>	<b>2023</b>
	<b>£</b>	<b>£</b>
Operating surplus for the year is stated after charging:		
Depreciation of owned tangible fixed assets	5,608	2,563
Operating lease charges	19,381	17,712
	<u>          </u>	<u>          </u>

**5 Employees**

The average monthly number of persons (including directors) employed by the company during the year was:

	<b>2024</b>	<b>2023</b>
	<b>Number</b>	<b>Number</b>
	34	31
	<u>          </u>	<u>          </u>

Their aggregate remuneration comprised:

	<b>2024</b>	<b>2023</b>
	<b>£</b>	<b>£</b>
Wages and salaries	963,474	911,638
Social security costs	113,203	89,421
Pension costs	61,893	56,265
	<u>          </u>	<u>          </u>
	1,138,570	1,057,324
	<u>          </u>	<u>          </u>

**6 Directors' remuneration**

	<b>2024</b>	<b>2023</b>
	<b>£</b>	<b>£</b>
Remuneration for qualifying services	124,017	108,630
	<u>          </u>	<u>          </u>

**7 Interest receivable and similar income**

	<b>2024</b>	<b>2023</b>
	<b>£</b>	<b>£</b>
<b>Interest income</b>		
Interest on bank deposits	11,773	2,734
	<u>          </u>	<u>          </u>

	<b>2024</b>	<b>2023</b>
	<b>£</b>	<b>£</b>
Investment income includes the following:		
Interest on financial assets not measured at fair value through surplus or deficit	11,773	2,734
	<u>          </u>	<u>          </u>

BRITISH WEIGHT LIFTERS ASSOCIATION

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2024

8 Interest payable and similar expenses

2024	2023
£	£

**Interest on financial liabilities measured at amortised cost:**

Interest on bank overdrafts and loans	348	288
	348	288

9 Tangible fixed assets

	Weightlifting equipment £	Fixtures and fittings £	IT equipment £	Total £
<b>Cost</b>				
At 1 April 2023	15,107	6,930	28,895	50,932
Additions	-	-	1,505	1,505
Disposals	(15,107)	-	(13,038)	(28,145)
	-	6,930	17,362	24,292
At 31 March 2024	-	6,930	17,362	24,292
<b>Depreciation and impairment</b>				
At 1 April 2023	15,107	4,409	17,320	36,836
Depreciation charged in the year	-	315	5,293	5,608
Eliminated in respect of disposals	(15,107)	-	(13,038)	(28,145)
	-	4,724	9,575	14,299
At 31 March 2024	-	4,724	9,575	14,299
<b>Carrying amount</b>				
At 31 March 2024	-	2,206	7,787	9,993
At 31 March 2023	-	2,521	11,575	14,096

10 Stocks

2024	2023
£	£

Finished goods and goods for resale	2,032	-
	2,032	-

11 Debtors

2024	2023
£	£

**Amounts falling due within one year:**

Trade debtors	33,631	10,747
Other debtors	27,105	10,896
Prepayments and accrued income	123,256	22,739
	183,992	44,382
	183,992	44,382

**BRITISH WEIGHT LIFTERS ASSOCIATION**

**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**

**FOR THE YEAR ENDED 31 MARCH 2024**

**12 Creditors: amounts falling due within one year**

	<b>2024</b>	<b>2023</b>
	£	£
Trade creditors	112,574	143,296
Taxation and social security	26,040	22,341
Other creditors	2,644	96,885
Accruals and deferred income	450,497	650,064
	<u>591,755</u>	<u>912,586</u>

**13 Retirement benefit schemes**

	<b>2024</b>	<b>2023</b>
	£	£
<b>Defined contribution schemes</b>		
Charge to profit or loss in respect of defined contribution schemes	61,893	56,265
	<u>61,893</u>	<u>56,265</u>

The company operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the company in an independently administered fund.

**14 Members' liability**

The company is limited by guarantee, not having a share capital and consequently the liability of members is limited, subject to an undertaking by each member to contribute to the net assets or liabilities of the company on winding up such amounts as may be required not exceeding £1.

**15 Operating lease commitments**

**Lessee**

At the reporting end date the company had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as follows:

	<b>2024</b>	<b>2023</b>
	£	£
Within one year	13,750	13,750
Between two and five years	19,004	30,642
	<u>32,754</u>	<u>44,392</u>