

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

**Venue:** Legends Suite, Elland Road, Leeds  
**Date:** Wednesday 4 December 2019  
**Start:** 12.00 noon

**Present:** Angus Kinnear (AK), Ashley Metcalfe (AM), Jane Fenwick (JF), Neill Wood (NW), Rupinder Ashworth (RA), Kelly Sotherton (KS)

**In attendance:** Kath Leonard (KL), Tom Whittaker (TW)

**1 Welcome and Apologies**

AK welcomed everyone to the meeting, noted apologies had been received from David Knaggs, Matthew Curtain, Mike Irani, Guy Taylor, Mark Martin, Ali Jawad and Sarah Davies and declared the meeting quorate.

**2 Declarations of Interest**

AK reminded members that the proceedings of the meeting were confidential and asked if there were any conflicts of interest. No declarations of interest were made.

**PART 1 – REPORTS**

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

The minutes of the Board meeting held on 26 September 2019 were agreed as read and **approved** for posting on the website.

**4 Decisions Taken outside the Board Meeting**

AM confirmed that at the AGM held on 27 October 2019, the new Articles of Association had been approved and subsequently published on the website. He thanked MI for chairing the AGM, noting although turnout had been low, a number of positive discussions had been held.

**5 Minutes and Recommendations from the Sub-Committees**

Commercial and Development – RA noted that there were no operational concerns although there were still challenges with generating commercial income and she felt the overall BWL proposition needed to be strengthened in order to maximise efforts to achieve long term objectives. There were discussions over how to grow membership, the need to identify a new

cost-effective membership product and potential opportunities with Crossfit and commercial gym chains. It was noted that progress had been slower than required with agreeing a new format of the sport/competition to appeal to a wider audience and it was felt this was still a key priority. It was noted that a new concept was under consideration, but the target market still needed to be clarified. The Board felt the concept should focus on a barbell and appeal to those who do not currently compete. The Executive were asked to bring back a proposal early in the New Year including how it could be rolled out during 2020.

Finance and Audit – NW reported back on discussions over setting up a charity/CIC to help optimise funds. He advised that a proposal had been received from a consultant and it was agreed to progress with setting this up at a cost of £2k, noting this would take around 12 weeks to establish.

Performance – KS noted that the Sub Group had not met recently but she proposed a meeting be held in February 2020 and the need to plan for Paris 2024 was key.

International Relations – It was noted the next meeting was scheduled for 18 December.

## **6 Operational Reports**

High Performance and UK Sport Update – TW presented an update on the progress being made towards the World Class Programme (WCP) for Para Powerlifting. He gave updates on podium potential athletes, the preparation for Tokyo 2020 and the positive work being completed around culture and environment. Discussions were held over the clinical health risks relating to A Jawad. It was confirmed that advice from UK Sport and EIS was being followed in order to manage the situation appropriately and that it was AJ's decision to continue his pursuit to win a medal in Tokyo. It was noted this was regularly discussed at length at Performance Committee meetings and the Board noted they were satisfied with the responses to questions asked around the approach being taken. AM then presented a report on Olympic weightlifting matters, in particular the England Talent Pathway which remained on track and in line with stakeholder expectations. He reported on a successful European Juniors where two medals were won and advised on future international events where teams were being sent.

Sport Development and Coach Education – KL presented her report on operational performance including developments and progress relating to Workforce, Competitions, Communications, Partnerships, Relationship Management and Governance. She advised on campaigns being implemented to promote course sales, a campaign being launched in 2020 in conjunction with UK Active, feedback from the membership survey and subsequent recommendations. She provided an update on planning for the Manchester Para-powerlifting World Cup in February 2020 and noted that despite the appointment of a new Commercial Manager, there was still no new commercial income secured.

## **7 Finance Matters and Update**

AM presented a summary of the financial performance to the end of October 2019, noting a slight deficit YTD. He noted the lack of commercial income impacted the overall figures greatly and that there was still a lot to do in order to hit budget for the year. He provided an overview of the current financial risks and opportunities and noted that both cash flow and

reserves remained healthy. In light of the current financial position, AK noted that the immediate priorities were the establishment of a charity to look at alternative funding opportunities and the development/growth of the education offer including the BWL College.

## **8 CEO Update**

UK Sport funding submission – AM reported that two funding submissions (for para-powerlifting and weightlifting) had been submitted on time and initial feedback had been positive, noting further feedback would be received in January.

BOA/BPA update – AM noted that Andrew Scoular had been appointed to the BOA Board and that the IPC were re-structuring their organisation, with Para-Powerlifting, along with other related sports to become independent of the IPC in future years.

Sport England 6th month review – AM provided the current dashboard noting all areas were on track with targets being achieved. He reported on a very positive meeting with the funders and advised schedules for future funding submissions and the new Sport England strategy.

Complaints – AM noted there had been a complaint about a selection policy where a young lifter had not been selected but this had subsequently been resolved.

Risk Register – AM presented a summary version of the register noting that following the recent re-profiling of the risk policy and register, there were no current red risks.

Scorecard – The October scorecard had been circulated and no questions were raised.

## **9 Staff Survey**

JF provided an overview of the results from the recent staff survey noting overall it had been positive with most questions scoring higher than 70%. She advised that some areas had dropped slightly from last year and key areas to review were internal communications, leadership and teamwork. It was recommended that JF held some focus groups with employees to explore matters further.

## **10 Governance Updates**

AGM – The minutes from the AGM meeting were approved.

Updated policies – AM noted that several financial policies were being updated and would be sent to the Audit Committee for review prior to electronic sign off from the Board in the New Year.

Re-admission of suspended members – AM advised that a number of doping related suspensions were coming to an end. There was a discussion around the potential re-admission of membership for previous members. Although the Board had mixed views on this, it was agreed that it was appropriate to follow international rules and those set by the Court for the Arbitration of Sport.

## **PART 2 – THE ROAD TO BIRMINGHAM 2022**

### **11 Key Areas**

AM reported that ongoing discussions were being held with Birmingham City Council who had a focus on sport at grass roots level in order to get people more active. He noted that there was an interest in weightlifting across various communities and the potential to establish a number of clubs in the area was being considered. It was agreed that any legacy targets needed to be realistic and achievable.

AK noted that he had another meeting scheduled with Gymshark in January.

## **12 Any Other Business**

No other business was raised.

## **13 Date and Time of Next Meetings**

Tuesday 17 March 2020, 12.00 at LUFC, Elland Road

Friday 26 June 2020 (part of British Championships), TBC

The meeting closed at 3.45 pm.