

Minutes of the
British Weight Lifting Board Meeting

Date: Wednesday 17 March 2021
Start: 13.00
Venue: Video Conference Call

Present: Angus Kinnear (AK), Ashley Metcalfe (AM), Neill Wood (NW), Guy Taylor (GT), Matthew Curtain (MC), Rupinder Ashworth (RA), Kelly Sotherton (KS), Jane Fenwick (JF), Philip Edmondson (PE), Jenny Tong (JT) – from point 2

Apologies: Ali Jawad (AJ); Emily Campbell (EC)

In attendance: Kath Leonard (KL), Mark Martin (MM), Tom Whittaker (TW),

1 Welcome and Apologies

AK opened the meeting, noted the attendance and that apologies had been received from AJ. AK welcomed everyone to the Board and declared the meeting quorate. AK asked GT to update the Board on the recent recruitment for a new Board member. GT reported that following an open recruitment process to appoint a new Board member with athlete experience, it was recommended that Jenny Tong be appointed. He also recommended that Emily Campbell be appointed as an Athlete Representative to the Board (as an observer with no voting rights). **Both appointments were approved by the Board.**

JT joined the meeting at this point.

2 Declarations of Interest

AK reminded members that the proceedings of the meeting were confidential and noted no new conflicts of interest, noting JT had forwarded an update to the CEO.

3 Minutes from Previous Meeting and Matters Arising

The minutes of the Board meeting held on 16 December 2020 were agreed as read and **approved** for posting on the website. AM noted that any matters arising had been completed and were covered within the agenda.

4 Decisions Taken outside the Board Meeting

Provisional Suspension of BWL Member – AK confirmed that following an independent investigation it had been recommended to suspend a BWL member for a two-year period. Details had been sent to the Board in advance of the meeting and **the Board formally approved this decision**. It was noted that the period of appeal would end on 19 March 2021 and following this, the decision would be confirmed.

5 Minutes and Recommendations from the Sub-Committees

BWL Strategy 2021-25 Update – RA updated the Board on progress made with the new strategy, which included a presentation detailing that BWL would need to focus on strength training to a wider audience and ensure it was innovative and commercially focussed to be successful and a requirement to drive this forward would be the introduction of a new format competition. JF noted that a key issue is that the current perception of BWL being a traditional organisation and this perception would need to be changed. KS suggested establishing partnerships could be a way to help, eg Parkrun, GP referrals and making appropriate links with fitness, health and wellbeing organisations and Charities. AM also outlined the sporting performance needs, especially due to the extra funding received for both para-powerlifting and weightlifting, noting that it would be necessary to deliver against targets and drive forward the development of education, coaching at an international level and developing a better infrastructure in the run up to Paris 2024. With regard the new format/concept competition, AM advised this was being moved forward by the working party with support from the agency (TMA). AM/AK/RA advised they were due to meet with TMA on 29 March and further updates would be shared with the Board once available.

AM agreed to circulate the BWL Strategy presentation and MC asked RA if a further meeting on the strategy could be held with the England Group, which was also agreed along with other appropriate stakeholder consultations.

McLaren review – PE updated on the review he had carried out. He reminded the Board that he had worked with UK Sport on the terms of reference and findings from the investigation and the full report had been circulated to the Board. He asked the Board to consider the recommendations he had made and provide feedback. It was also noted that the International Relations Committee should provide final GB or England nominations for future IWF and International Federation candidates.

6 Finance Matters

Management Accounts for January 2021

MM gave an overview of the January Management accounts noting a £120k surplus in the first ten months, which were a significant improvement on the budget and mainly the result of successful online course income. He provided an analysis of the results compared to last year, noting some savings in staff costs and reported that the reserves remained healthy. NW asked about the tax position and whether it would be appropriate to donate some of the profits to the BWL charity to reduce any tax liability. **It was agreed that AM/MRM/NW/AK would discuss this further and forward any recommendations to the Board ahead of the end of the financial year.**

Budget for 2021/22

MRM advised that the budget had already been discussed and provisionally approved by the Audit and Finance Committee, outlining increased income and expenditure due to the uplifts in UK Sport funding for performance programmes and showed a targeted year-end profit of £25k. The new budget was widely discussed and MRM advised that on top of the increased UK Sport performance and continued Sport England development funding, the budget also included an increased income target for BWL's own independent income streams, including a £450k contribution from its educational courses. There was further discussion over the proposed increase in this area and AM explained the next stages of the educational strategy, which included a mix of online and physical opportunities, with a number of new courses ready to be launched aimed at a much broader and more diverse strength related audience. **The Board agreed to approve the proposed 2021/2 budget.**

8 **Operational Reports**

Performance Update

TW provided an update on athlete training noting many of the WCP athletes were now training from home and/or Loughborough facilities and that all the athletes remained healthy and well. He provided an update on the preparation, selection process and protocols around the Para Games and updated on preparations for the Manchester World Cup. He advised that the new UK Sport funding was welcomed with an increase on previous levels which would mean the number of WCP places would increase from six to nine. KS asked about any insight into Covid vaccines pre-Tokyo and timings for entry to and exit from the athlete village, which TW responded to.

Olympic Lifting and Talent Pathway Update

AM provided an overview of the plans to prepare Team England lifters to deliver success at the Birmingham 2022 Commonwealth games noting an initial squad of 30 athletes had been announced with financial support from Sport England funding. He advised that a number of camps were scheduled from April and the European Senior competition was scheduled for April in Moscow which four lifters would attend in their pursuit of qualification for Tokyo. MC noted that the IWF would need to review the process as a number of pre-qualification events had been cancelled. AM also advised that the Talent Pathway was continuing to develop and deliver above target expectations. AM added that initial plans aligned to the new UK Sport Progression Funding had been developed and were ready to be implemented as soon as final agreements, which had previously been approved by the Board had been signed prior to the end of March.

Operational Update

KL provided an update on operational delivery for this year and planning for next year, noting the need to constantly re-focus and prioritise due to the impact of Covid. She then covered further operational updates including developments and progress relating to Workforce, Competitions, Communications and Governance matters. Workforce and education had continued to generate positive results, along with the new virtual competitions. The on-going negative impact of Covid on Membership figures was noted along with the Executive's proposal to introduce a new Membership role in the revised

2021/2 staff structure to counter the current issue. GT emphasised the work which had been undertaken by KL and the competitions team in organising the Para-Powerlifting World Cup in Manchester under difficult circumstances, noting the professional delivery and the significant international interest generated.

9 Board Matters

Operational Plan 2021/22 – The operational plan and proposed re-structure was reviewed and approved.

Reserves/Privacy/Safeguarding policies 2021 – The new and revised policies were all reviewed and approved.

IWF/EWF Elections – It was noted the IWF elections had been postponed but the EWF elections were still scheduled in Moscow on April 1. The final list of candidates had been distributed but it was agreed that the International Relations Committee would discuss all the candidate options further and then propose the final voting recommendations for GB support via an electronic decision to be made by March 31, **which was approved.**

External S&RA Board Review – It was noted that this had been carried out by S&RA to ensure compliance with the Code for Sports Governance. On the whole, it had been a very positive report and it was agreed that AM/AK would further review, look at the recommendations and propose any new changes ahead of future Board meetings. In the interim, any additional Board related CPD or training requirements to be forwarded to AM.

Risk Register – The updated risk register was reviewed and approved.

Complaints Log – The current complaints log was noted.

BWL Foundation – JT asked about the use of funds from the charity and suggested that lifestyle performance support could be made available to athletes to help them in their career progression. AM also noted that the primary aim was to develop and grow the sport particularly in deprived communities and help educate/upskill coaches to help young lifters, clubs and athletes achieve their sporting ambitions.

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

Forward Agenda – The forward agenda was noted.

Equality, Diversity & Inclusion Action Plan – The updated plan was noted.

10 Any Other Business

There was no other business raised.

11 Date and Venue of Next Meeting

It was noted that the next meeting would be held in June (hopefully face to face) and dates would be circulated. The meeting closed at 3.30 pm.