

Minutes of the
British Weight Lifting Board Meeting

Date: Friday 5 July 2024
Start: 13.30
Venue: Ibis Styles NEC & Airport Hotel, Bickenhall Lane, Birmingham, B40 1PQ

Present: Angus Kinnear (AK), Matthew Curtain (MC), Rupinder Ashworth (RA), Philip Edmondson (PE), Kelly Sotherton (KS) Jenny Tong (JT), Sheona Southern (SS),

Apologies: Tom Whittaker (TW)

In attendance: Kath Leonard (KL), Mark Martin (MM), John Harrison (JH), Tara Drake (TD), Alex Padure (AP)

Virtual: Stuart Martin (SM)

1 Welcome and Apologies

RA opened the meeting in AK's absence, thanking all members for attending and noting apologies from AK who would join the meeting shortly. It was noted that JH was in attendance as a UK Sport representative, with permission of the Board.

MC noted that Alex Padure, President of the Romanian Weightlifting Federation, was in attendance to address the Board. AP congratulated the Board for the achievements of BWL and communicated his wishes to continue strengthening the relationship between the federations. AP presented MC with an award to express his thanks. AP left the meeting following his presentation.

The Board acknowledged the resignation of Independent Director Neill Wood.

2 Declarations of Interest

No new conflicts of interests were declared out of those existing with KS (Sport England funding matters) and JT (I Trust Sport).

3 Minutes from Previous Meeting and Matters Arising

The minutes of the Board meeting held on 20 March 2024 and 28 May 2024 were agreed as read and approved.

The Board voted in favour of the reappointment of Independent Non-Executive Director, Phil Edmondson noting his tenure ends on 28 July 2024.

The Board elected Rupinder Ashworth as Senior Independent Director which fulfils the commitment to the UK Sport Code of Sport Governance.

4 Finance Matters

MANAGEMENT ACCOUNTS - May 2024

MM provided an overview of the financial year to date. MM noted that 2024 was forecast to be a tighter year, noting that we are operating with a full staff quota. April and May saw a loss of £12k mainly due to lack of course sales.

Forecasted income to March 2025 is currently £2,343k versus expenditure of £2,323k with a surplus of £20k. Forecasted income for 2024/25 is £2,691k versus expenditure of ££2,683 with a surplus of £8k.

Course sales remain an area of risk but there is potential for these to improve going forward, especially with a predicted increase during targeted promotion alongside Paris 2024 and other marketing efforts. MC noted that marketing strategies to drive growth will include the following: a) introduction of a part-payment system, b) allocating spend to the Partner Gym scheme, and c) a commercial engagement with a weightlifting influencer. Partnership income continues to be a strong contracted income.

Forecasted figures sit comfortably within our reserves. It was noted that 2023/24 accounts are currently with the auditors, and it is expected that the final figures will trigger a donation to the BWL Foundation, and we will be in a position to award a staff bonus. The Board approved that, in principle, should bonus territory be triggered, a staff bonus would be awarded.

MC responded to an enquiry from JT, confirming that a 3% pay rise was given at the start of the financial year. It was also confirmed that no increase in pension contributions were awarded. JT highlighted that an increase in pension contributions in line with staff pay rises was advisable, if the staff are willing to match. KL noted that staff benefits will be reviewed as part of the People Plan and that employees are currently able to individually increase their contributions.

RA noted that following Neill Wood's resignation, we require a new trustee for the BWL Foundation. AK advised that the Board could appoint an individual on an interim basis and suggested the Finance Director of Leeds United. The Board agreed that this is an option moving forward.

METROBANK UPDATE

MM noted that the onboarding process is almost complete.

APPOINTMENT OF BWL AUDITORS

MM noted that new auditors, Clarkson Hyde, have been appointed following a tender process who have a track record of working with NGB's. The accounts are currently with the auditors.

5 Decisions Taken outside the Board Meeting

- i. 2027 European Championships, Feasibility (EOIs x 3)

BWL have an opportunity to bid for hosting the 2027 EWF European Weightlifting Championships in the UK and went to market for a feasibility tender, which closed last week. Bev Ward (UK Sport) and MC will review the submissions with the view to take to the UK Sport Major Events Panel in November 2024, followed by UK Sport Board approval in December 2024.

ii. Recruitment of INEDs (Home Nations and Finance – 2 roles)

MC noted that the recruitment process is underway for two Independent Non-Executive Directors with an individual focus on Home Nations and Finance respectively, noting the resignation of Neill Wood. RA noted that succession planning is an important part of our governance.

iii. Annual Achievement Awards

The 2023 Annual Achievement Awards will be presented at the British Championships 2024.

Anti-Doping

[REDACTED]

v. Sonny Webster – end of period of ineligibility

This was noted by the Board.

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

6 Minutes and Recommendations from the Sub-Committees

RA suggested a review of all sub-committees. MC agreed and noted this aligns well with the UK Sport Organisational Health project.

FINANCE AND AUDIT COMMITTEE

The Finance and Audit Committee last met on 6 September 2023.

ENGLAND COMMITTEE

The England Committee last met on 5 July 2024.

PERFORMANCE COMMITTEE

The Performance Committee last met on 30 April 2024.

INTERNATIONAL RELATIONS

No official meeting has been held nor required, noting ongoing informal dialogue continues with UK Sport regarding BWL's consolidation focused strategy.

7 Operational Reports

PARA-POWERLIFTING

The report prepared by TW was noted for acceptance.

WEIGHTLIFTING

SM provided a brief update on performance.

EWF European Youth Championships (Thessaloniki)

Positive performance, top 5 for women's team, Places - 3 x 6th, 2 x 5th, 2 x 4th, 1 x 8th and 1 x 11th place. Amelie Pelta (w55kg) won bronze.

IWF World Championships (Lima)

Maddie Rosher placed 6th and Phoebe Davies placed 9th.

Paris 2024

Emily Campbell is lifting well and staying healthy ahead of Paris 2024 and we remain positive for a medal. Emily is competing on 6 July at the British Championships. UK based preparation camp will begin in two weeks' time, followed by Team GB preparation in St Germain for one week. Team will move into the Olympic Village on 5 August 2024 and Emily will compete on 11 August 2024. Good support in place for nutrition and physiotherapy.

GB Academy

New academy selected in May 2024 including new members Madison Farley, Bella Brown and Myren Madden who will sit alongside Jessica Gordon-Brown, Katrina Feklistova and Chris Murray. Katrina and Chris currently injured but focusing on long-term plans. Jess will continue for another year with excellent engagement and progress. There have been three exits from the programme – Fraer Morrow, Zoe Smith and Sarah Davies.

MDT

We have bought on board Sinead Roberts in the nutrition space alongside Clare Churchman, and Mark Hill joins the performance team working one day a week on athlete focused lifestyle education. MDT have been developing a VMOST (Vision, Mission, Objectives, Strategy, Tactics) and an operational plan for academy and World Class programmes.

Talent Transfer

Positive outcomes from the programme - Madison Farley has moved onto Academy and England Squads; Funmi Morgan has joined GB Junior Squad; Amelie Pelta winning bronze at European Youth Championships and Madaline Connely joining the Welsh Training and GB U23 Squad.

Raise the Bar

Reengineered RTB to focus more on projects, Resilience Weightlifting (Amy Kirby-Saunders) has engaged 500+ children from a school they have been working with and have three participation sessions a week as a result. Similar projects are running at Portsmouth Barbell and Yorkshire Strength.

Academy Pathway

Just about to announce a new structure with improved clarity for Talent Academies and club development.

Coach Development

Coach Acceleration Programme reporting good numbers, Hugh Gilmore focusing more on the multi-disciplinary team. Coaching Conference planned for January 2025.

Staff Updates

We will look to recruit a Performance Manager to cover Beverley Kettley, who goes on maternity leave shortly, and Emily Muskett, who will go on maternity leave in January 2025.

8 Board Matters

GENDER IDENTITY POLICY (for decision)

The Board reviewed and discussed the IWF Gender Identity Policy previously and had agreed that it was best to review their policy rather than create our own. The Board approved the policy in principle, noting that some adjustments should be made for the proposed third Open Category and that the category be periodically reviewed. MC noted that this is a starting point due to lack of data and the perfect policy does not yet exist. JT noted that provisions will also need to be made for weigh-in, toilet and changing facilities. Next steps would be to determine changes to TCRR's and domestic rules for the Open Category.

OPERATIONAL SCORECARD

The submitted report was noted by the Board.

EQUALITY, DIVERSITY & INCLUSIVITY ACTION PLAN

The submitted update report was noted by the Board.

COMPLAINTS LOG

Noted, as submitted.

RISK REGISTER

Noted, as submitted.

9 Date and Venue of Next Meeting / Forward Agenda

- 23 September 2024 – Online (Audited Accounts)
- 24 October 2024 – Online (Annual General Meeting)

The meeting closed at 16:30.

11 Private Meeting of NEDs and INEDs

A private meeting was not held.