



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

**Venue:** The Airedale Suite, Queen's Hotel, Leeds  
**Date:** Thursday 7 December 2017  
**Start:** 1.00pm.

**Present:** Peter Rowley (PWR) from item 7, Ashley Metcalfe (AM), Malcolm Boyd (MB), Sarah Davies (SD), Catherine Eastham (CE), Patrick Roberts (PR), Guy Taylor (GT)

**In attendance:** Mark Martin (MM).

**1. General**

**1.1 Chairman's Welcome**

AM informed members present that PWR had been delayed, in whose absence members agreed that PR should chair proceedings until PWR's arrival. PR welcomed all to the meeting, declared the meeting quorate, outlined the key items of the agenda and reminded members that discussions at the meeting were confidential and none of the proceedings should be disclosed to third parties without prior written approval in accordance with the directors' code of conduct that all members had signed.

**1.2 Apologies**

Apologies had been received from Mike Irani (MI), Ali Jawad (AJ), David Knaggs (DK), Kelly Sotherton (KS) and Tom Whittaker (TW).

**2. Declarations of Interest**

PR reminded members of the need to declare their interest in any items for discussion or requiring a decision. Upon joining the meeting, PWR declared his membership of Sport England's Investment Committee.

**3. Minutes of the meeting on 19 September 2017 and the Annual General Meeting (AGM) on 29 October 2017 and matters arising**

The minutes of the Board meeting held on 19 September 2017 and the AGM on 29 October 2017, circulated previously, were **agreed as read and approved for posting on the website.**

#### **4. Decisions taken outside the Board Meeting**

AM referred to the three electronic approvals of papers in the lead up to the deadline for submissions to UK Sport to evidence compliance with the Code for Sports Governance. These included BWL's Diversity Action Plan and Succession Planning Policy, which were approved on 29 October and the Terms of Reference for the BWL Nominations Committee, which was approved on 13 November. Upon joining the meeting, PWR reminded members of his email of 2 November and the temporary leave of absence of Michele Verroken (MV). **All decisions taken outside the meeting were confirmed.**

#### **5. Minutes and recommendations from sub-committees**

The Chairs (PR, GT and CE) of each sub-committee updated the meeting. CE confirmed that there was nothing to add since the September Board meeting as regards Development and Commercial, whilst GT added that he would update on Performance matters regarding the Commonwealth Games under point 7 of the agenda. PR confirmed the organisation had successfully been awarded the Cyber Essentials accreditation – one of only 8 sporting organisations. PR also added further GDPR proposals would be considered by the Audit Committee in February 2018 and the board would be updated at the March meeting.

#### **6. Sport Development**

##### **5a. Sport England Update**

AM updated members upon progress against SE targets, responding to various questions from members.

AM confirmed that the organisation was on target to achieve Sport England targets as agreed for the end of March 2018.

AM explained the recent transitional period at Sport England which had seen a considerable restructure and its on-going impact on NGB's.

AM outlined that the two areas in which we had 6 monthly targets were on schedule:

- **Lower socio-economic groups** – Year 1 target 35% of our membership to come from deprived areas. Our current position (end of October 2017) is 34%, which is no change on our original agreed benchmark at the start of the year. AM added that BWL active membership had grown by approximately 10% but the percentage from deprived areas remained the same. AM stated the Executive were working on a number of new initiatives in the New Year to ensure that by the end of March 2018 the percentage had increased to 35% as agreed.

- **Women:** 50/50 gender split at BWL competitions

Total Event Entries: 1703 (Mar- Nov 17)

Male entries: 878 (51.5%)

Female entries: 825 (48.5%)

The number of competitions this year had increased significantly, and the figures confirmed were in the agreed target band (55/45 split either way), and with further competitions scheduled in the first quarter of 2018, AM was confident of maintaining or improving the current position, aiming towards the 50/50 split.

AM also reported that there had been 629 new coaches educated this year, which was well above our target for influencing figures in year 1, whilst we have 16 individuals who have come through our talent pathway and of an ability to be selected for England at the Commonwealth Games, which again is one above our year 1 target. Financially the organisation was also on target.

AM reported on other Development matters, including recent success at the UK Coaching Awards, winning the Coaching Culture Award for significant commitment to coaching best practice in the UK.

AM also outlined several new partnerships, including UK Active, Women in Sport, Oomph and British Cycling.

### **7. High performance and UK Sport Update/talent development**

In the absence of TW (attending the IPC Para Powerlifting World Championships in Mexico) AM delivered TW's report.

SDs interest in Team England selection matters for the Commonwealth Games 2018 was noted and she was asked to leave the room, following which AM and GT informed members upon the selection process, athletes selected, and the appeals procedure. PR expressed concerns around selection policies and GT agreed that we would capture all learnings from the CWG18 policy as future International competitions, including the Olympics may well be very similar in the future.

SD re-joined and PWR joined the meeting.

AM informed members of selections for Scotland and Wales, noting that the Northern Ireland selections awaited confirmation.

GT informed members of the selection process pertaining to Team England Para Powerlifters, extended because of the delayed IPC Para Powerlifting World Championships. AM provided an update to Para Powerlifting matters, the positive feedback from the UK Sport Culture Health Check survey and annual Mission Review.

AM updated the Board on recent performances at both the IPC World Para-Powerlifting Championships and the IWF World Championships. Particular congratulations were noted for Zoe Newson, bronze in Mexico and Sarah Davies 6<sup>th</sup> in Anaheim.

The meeting adjourned for 10 minutes, following which PWR assumed the chair.

### **8. Finance Matters and Update**

MM referred to the papers circulated previously and the summary slides in the PowerPoint presentation on financial performance to the end of October 2017, highlighting the continuing better than budget performance and the reasons for the positive variance. The forecast to the end of March 2018 indicated that the final outturn for the year would remain

better than budget notwithstanding the adverse variance from commercial initiatives and the disruption to the operating plan occasioned by the departure of a staff member.

## **9 Board Matters**

AM and PWR updated members on the work undertaken to meet the deadline for compliance with the Code for Sports Governance, resulting in only 2 queries from our interim Governance Manager at UK Sport. The final confirmation as to the funding stakeholders' view upon our governance action plan was anticipated later this month.

PWR referred to MV's temporary leave of absence to 30 April 2018 and that following the board effectiveness review and consideration of collective skills set, we would review whether the current complement required augmentation at the next meeting in March 2018.

AM reported upon the AGM on 29 October 2017 and the England Group meeting on 15 November 2017. It was considered that the England Group was not sufficiently strategic and that terms of reference required review, refreshment and the purpose reinforced by the next meeting of the group in April 2018.

AM updated members on Home Nations matters, in particular, Weightlifting Scotland's confirmation to work under the principles of the single agreement from 1 January 2018.

## **10 CEO's Update**

AM updated members on discussions at the IWF World Championships and the IOC decision that weightlifting remained an Olympic Sport following commitments to suspend several countries from competing and to improve anti-doping procedures within the sport.

The Complaints' Log circulated previously was noted and discussed.

AM and PR presented the updated Risk Register. Members noted the changes in certain risks.

AM then presented several slides upon the staff survey and responded to several questions. Although overall positive, the survey identified two areas for improvement that would form part of an action plan in the new year.

The forward agenda circulated previously was noted.

## **11. Any Other Business**

None.

## **12. Date and time of next meeting**

22 March 2018 – Board meeting, venue to be advised.

AM advised that several members had other commitments that clashed with the proposed date of the December 2018 board meeting. He undertook to suggest alternative dates when circulating the draft minutes of this meeting.

SD, AM and MM left the meeting to allow the non-executive directors to discuss a number of matters without management or athletes' representative present.

The meeting closed at 4.50 pm.