



Minutes of the
British Weight Lifting Board Meeting

Venue: The Board Room, Queen's Hotel, Leeds
Date: Thursday 7 June 2018
Start: 12.50 pm.

Present: Peter Rowley (PWR), Ashley Metcalfe (AM), Malcolm Boyd (MB), Catherine Eastham (CE), Patrick Roberts (PR), Guy Taylor (GT), Kelly Sotherton (KS)

In attendance: Kath Leonard (KL), Stuart Martin (SM), Tom Whittaker (TW), Sarah Davies (SD)

1. General

1.1 Chairman's Welcome

PWR welcomed all to the meeting, congratulated SD, fellow athletes and the support team upon British lifters' performances at the Commonwealth Games, 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 David Knaggs (DK), Mike Irani (MI), Michele Verroken (MV), Mark Martin (MM), Ali Jawad (AJ).

2. Declarations of Interest

PWR reminded members of the need to declare their interest in any items for discussion or requiring a decision. PWR declared his membership of Sport England's Investment Committee. No other interests were declared.

3. Minutes of the meeting on 22 March 2018 and matters arising

The minutes of the Board meeting held on 22 March 2018 circulated previously, were **agreed as read and approved for posting on the website.**

Referring to item 5, PWR reported that he had exchanged correspondence with Brian Hamill upon his retirement as a trustee of WLSF and also that the prioritisation of policies' review

would be considered by the Audit and Finance Committee at their September meeting. There were no other matters arising.

4. Decisions taken outside the Board Meeting

AM referred to the draft Privacy Statement circulated previously. **Electronic approval was confirmed.**

5. Minutes and recommendations from sub-committees

PWR invited the Chairs of each sub-committee to update the meeting. GT, CE and PR confirmed that respective committees had not met formally since their last meetings. MB updated members upon the very positive England Group meeting held on 15 May 2018, particularly in view of Team England performances that augured well for the Commonwealth Games 2022 in Birmingham.

6. High Performance and UK Sport Update/talent development

TW presented his report via PowerPoint and responded to several observations and questions from members.

Directors noted the satisfactory meeting with UK Sport and the good progress made with the World Class Programme (WCP) across talent development, talent recruitment and relationships with third party organisations, but the MOU with Loughborough University remained outstanding. Our para power lifting culture development was considered gold standard, leading development across the system; our internal mini culture health check has been sent out, feedback has been collated and is being reviewed by UK Sport. TW also updated the meeting on the WCP equipment and training environment at Loughborough.

Lifters had performed well at the European Open Championships, winning 16 medals, earning Team GB fourth place in the senior categories, surpassing the Performance Milestone Goal towards Tokyo 2020 and systems development remains on track.

AM updated the meeting on the very creditable performances of a young and developing GB squad at the European Seniors and the on-target progress on the England Talent Pathway towards 2021 objectives.

AM also gave an update on Home Nations' performances at the Commonwealth Games. The Gold Coast 2018 marked the most successful games since 2002 for English weightlifting producing 6 medals and winners of the Weightlifting Women's team trophy. (1 Gold, 3 Silver, 2 Bronze) and 3 medals (1 Silver, 2 Bronze) in Para-Powerlifting. 50% of all selected athletes produced medal winning performances, 95% of all athletes were ranked inside the top 6, 10 athletes recorded 19 personal bests across individual lifts and combined totals and 4 athletes broke 7 British Records. Wales had sent 13 lifters, winning 2 medals (1 gold and 1 bronze), whilst Northern Ireland and Scotland, both with 4 lifters each produced some creditable performances.

7. Sport Development

KL presented her report via PowerPoint, responding to questions and observations by members on workforce development, in particular: the e-learning platform launched with the Technical Officers course now live; Coaching and Instructor courses due to go live this month; the possibility of moving to a new Awarding Organisation; a new Level 3 Coaching course to

be launched later this year; the Competitions structure 2018 – 2021; and outline proposals for several marketing and communications initiatives; partnership development; and progress upon filling vacant roles.

In view of time constraints and the need to keep the agenda to time and the number of detailed slides to consider, **it was agreed** to defer SM's review of BWL's performance role, Team England's development strategy and future proposals to the strategy day at Coventry on 7 July.

AM updated members on progress against the dashboard of indicators pertaining to Sport England's investment. We were performing strongly across most indicators and the meeting noted the strong and pleasing outcome of the latest Active Lives survey results.

8. Finance Matters and Update

In the absence of MM, AM referred to the papers circulated previously and the summary slides in the PowerPoint presentation on financial performance for the year ended 31 March 2018, highlighting the better than budget performance and the reasons for the positive variance. The current financial year had started promisingly with a positive variance against budget, which, if continued, would result in a reforecast year-end out turn better than budget.

9. Risk Register

PR presented the risk register circulated previously. Directors noted the increasing risk profile, a consequence of resource constraints and the pressures upon commercial partnerships.

KL, TW, SM and SD left the meeting.

10. Board Matters

AM confirmed that with the approval of the Privacy Policy we were GDPR compliant, but that data subjects' responses to 'opting in' had been slow and that our data base had shrunk as a consequence. AM reported that our UK Sport governance manager had changed again. The complaints' log was noted. The forward agenda circulated previously was noted. PWR asked for the next board effectiveness review to be moved forward to March 2019.

11. CEO's Update

AM referred to the operational dashboard for May 2018 circulated previously. PWR referred back to under item 7 above pertaining to BWL's performance role and the linkages to Team England's development strategy, providing context as to why he had asked for the specific item to be deferred until the next meeting. Meantime, board confirmed that that the operational structure was for AM to determine and liaise with certain staff appropriately.

12. Board Effectiveness, Successions planning and Nominations Committee

PWR introduced the paper circulated previously. A discussion ensued, following which **it was agreed** that in succession to PWR, an independent chair remains appropriate; that in

accordance with 'A Code for Sports Governance' (the Code) the appointment of the chair and independent non-executive directors would be via an open, publicly advertised recruitment process following the action plan outlined in the paper; the nominations committee shall lead the process for Board appointments on behalf of the Board under appropriate terms of reference and shall comprise DK, CE, PR and GT; that all directors shall have the opportunity to view applications; and that PWR would inform UK Sport/Sport England of the process so that they may determine whether they wish to observe the process.

13. Any Other Business

PWR invited CE to present her paper on anti-doping matters circulated previously. A discussion ensued. KS volunteered to be the board 'lead', PWR undertook to seek professional advice on certain matters through MV and **it was agreed** to consider matters further at the next meeting.

It was agreed that AM would liaise with our legal advisers before issuing a cease and desist letter to the proprietor of a website referring to British Weightlifting as a client/case study.

12. Date and time of next meeting

6 July 2018 – Board meeting, Ricoh Stadium, Coventry.

The meeting closed at 4.35 pm.