

# Welsh Triathlon AGM

Welsh Triathlon AGM, Sport Wales, Sophia Gardens, Cardiff	
19 <sup>th</sup> November 2016	<p>Attendees:            Board Members: Paul Tanner (Chair Llyr Roberts (Director of Governance) Joy Bringer (Director of Safeguarding) Jon Blakemore (Director Finance) Tom Roberts (Director of Rules and Tech) Tom Overton (Director of Development)            Staff: Beverley Lewis (Executive Officer) Amy Jenner (Office Administrator), Will Kirk (Development Manager)            Welsh Triathlon Members: Daffyd Carter, Rose Jones, Terry Jones, Ray Morgan, Rhys Thomas, Ulrich Cox</p>
Chairman	Paul Tanner
Minute taker	Amy Jenner
Chairman's Opening	
<p>Paul Tanner (PT) Formally welcomed all attendees to the Welsh Triathlon AGM, and introduced himself as the Chair (to be ratified). PT gave a run through of what was on the agenda.</p>	
Apologies for absence	
<p>Apologies received from Mike Battersby (Director of External Affairs) Louis Richards (Welsh Pathway Manager)</p>	
Ratify Chairman	
<p>Llyr Roberts (LR) introduced himself as Director of Governance and presented Paul Tanner for appointment to the position of Chair gave an introduction about Paul Tanners appointment. He asked if there were any objections.            No Objections were received. Paul Tanner appointed as Chair</p>	
Approval of minutes of the 2015 AGM	
<p>The minutes of the Welsh Triathlon AGM 2015 were formally approved.</p> <p>PT thanked those staff and board members who had left since the last AGM for their work with Welsh Triathlon</p> <ul style="list-style-type: none"> <li>• Ken Kelly</li> <li>• Carwyn Williams</li> <li>• Rich Brady</li> <li>• Andrew Deans</li> </ul> <p>PT welcomed new staff members</p> <ul style="list-style-type: none"> <li>• Will Kirk - Development Manager</li> <li>• Louis Richards - Welsh Pathway Manager</li> <li>• Luke Watson - Head Coach</li> </ul>	
Presentation of Equality and Diversity Level	

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Tom Overton (TO) acknowledged the work the staff at Welsh Triathlon had done to receive the preliminary Level. TO presented award to Amy Jenner (Equality and Diversity Lead)

## Director's Annual Report for 2015/2016

(PowerPoint Presentation Given)

### *Slide 11-24 Overview and Governance*

LR Spoke about Governance and the Governance roles within Welsh Triathlon. He said Welsh Triathlon has policies in place and robust systems that aim to provide a safe environment for everyone to engage in the sport.

LR said Welsh Triathlon recruited 2 new staff members this autumn. Welsh Triathlon had met the November deadline for submission of Self Assurance as required by Sport Wales which evidenced the policies and processes Welsh Triathlon have in place to govern with best practice. LR described the 5 Board Sub-groups Welsh Triathlon have and how they are managed. The new staff team were introduced with a brief description of their roles within the organisation.

LR explained that Welsh Triathlon will be reviewing its articles next year, bringing them up to date and in line with the Governance and Leadership Framework for Wales requirements.

LR Spoke about the standards met by Welsh Triathlon and levels we were working towards in the next year

- Safeguarding and Child Protection -Level 3
- Equality and Diversity - Intermediate
- In-sport- Silver

LR said that we have a 4 year strategy in place, progress monitored by the Board, the strategy is in-line with the BTF strategy and vision which was presented at last year's AGM and developed in consultation with the Home Nations.

LR spoke about the BTF re-branding that was launched earlier in the year and the new website.

### *Slide 25 -27 Safeguarding, Equality and Diversity*

JB talked about our vision - Making Wales the Proud Home of Triathlon, but also the absolute requirement to make the sport a safe environment for everyone to take part. She said that this is where Equality and Diversity and Safeguarding play a part.

JB thanked BL and AJ for their work towards gaining the Equality and Diversity Preliminary Level. JB said that a key achievement was influencing BTF to review its safeguarding policies. Welsh Triathlon is currently looking at its Safeguarding documents to make it easy to read and child friendly. JB said 2 cases had been reported to us during 2016. Members are more aware that they can come to us with issues.

JB explained why we ask such intrusive questions in our annual Equality survey, she explained that this provided insights which assisted us to be pro-active to improve on inclusivity represent Ethnicity.

*Q: Could we look at ways anti-doping cases can be more child sensitive?*

*A: JB replied that yes and that she can discuss the topic more after the AGM had finished.*

*Q: Can we see the gender breakdown figure for clubs, as he has a lot of women in his club?*

*A: JB replied that this is possible.*

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## *Slide 28-36 Performance*

BL said that Andy Lane based at the Performance Centre in Cardiff, has worked with limited resources to create a training programme in partnership with Welsh Triathlon, Cardiff Met and Cardiff University. Welsh Triathlon with the support of British Triathlon have the opportunity and the aspiration to develop a World Class Performance Centre In Cardiff. A full-time Performance Centre Coach, Luke Watson has been appointed to build on the current centre. Welsh Triathlon would like to thank Andy Lane for his tireless work to initiate and coach at the centre over the last few years.

BL said AJ has been trained as the the UKAD Educator for Welsh Triathlon and will deliver sessions to the Academy in the coming year

PT asked if there were any questions.

*Q: Can clubs receive information on the accredited advisor course that is available?*

*A: AJ said she will circulate an email to all clubs with the information.*

## *Slide 37- 42 Development*

TO said that before he joined as a board member he asked, what do the board do, he spoke about the sub-groups and said they are in place to positively scrutinize the work of the Executive. TO said that on the sub group we invite non-board members, volunteers who positively challenge the group and the organisations operations.

TO said approximately 17,000 people participated in Welsh events last year. 3000 club members are not affiliated with Welsh Triathlon. We have 1500 actual members who contribute directly to developing the sport and sporting opportunities in Wales.

TO said that membership was slowly rising but Welsh Triathlon needed to convince non-members to become members and this is challenging. As an NGB funds we can raise contribute to the development of participation events like GoTri, and skills schools for our younger members, competition structure and quality, and club and member packages and support. In an environment of increasing public money cuts increasing financial sustainability for Welsh Triathlon was a clear strategic aim.

## *Slide 43*

Tom Roberts (TR) said that becoming a top level official can take 8-10 years but that Welsh Triathlon needed to encourage more volunteers to become Local Technical Officials which is a short in expensive course followed by a series of shadowing of existing Officials. Welsh Triathlon are keen to support development of the Officials through the pathway in what can be a very rewarding role.

aid that there had been a jump in clubs over the past 4 years. Our investment is public funding from Sport Wales. We must future proof the organisation.

TO said that we have a new Tristar committee in place and that we held 3 club forums this year.

TO welcomed Will Kirk (WK) to the team as Development Manager.

TO talked about GOTRI and how important it is as an organisation, it is our participation offer.

TO closed by saying that we are looking for help, we have positions available on the board, in sub-groups, Event volunteers, Sponsorship/ Marketing.

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## Slide 45

TO said that we had 68 registered events, we didn't put on our own events but we work with the event organisers. There had been a jump in clubs over the past 4 years. Our investment is public funding from Sport Wales. We must future proof the organisation.

TO said that we are re-launching the Tristar committee and that we held 3 club forums this year. TO welcomed Will Kirk (WK) to the team as Development Manager.

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## Presentation of In-sport Award

AJ welcomed Poppy Jones and her Dad Rob to the AGM, AJ said how Poppy and Rob had entered the Cardiff Triathlon. With the help of Cerbra charity, who built the specialist equipment for Poppy who has cerebral palsy, and Always Aim high the event organisers, Poppy had been able to fulfil her dream of doing a triathlon.

Rob and Poppy presented the In-sport Bronze award to BL.

Rob spoke about how Welsh Triathlon had helped to support Poppy and him to overcome barriers and participate in a triathlon.

## TEA BREAK

Raffle Draw: AJ explains about the raffle - members who completed the Equality Survey in the summer and entered our prize drawer to win £100

Name was chosen

## Presentation of Annual awards

The Workforce award winners of 2016 were presented with their awards

- Club of the Year - Tristars Conwy
- Official of the Year - Tom Roberts
- Coach of the Year - Rhys Thomas
- Young Volunteer of the Year - Dafydd Carter
- Event of the Year - The Stephen Lewis Junior Aquathlon
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Welsh Triathlon encourage all clubs and members to enter volunteers into our workforce awards. Triathlon could not exist without the great work done by our volunteers and Welsh Triathlon is very grateful to everyone who gives time to make the sport happen. Winners were also put forward for the British Triathlon Workforce Awards which were presented at the Awards Dinner this year attended by our Olympic Medal Winners.

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## Finance Report

Jon Blakemore (JnB) said that the accounts to the 31<sup>st</sup> March were being prepared. Funding comes from Sport Wales but also from Membership and coaching courses. He said that he felt positive that we could invest in the future.

*Q: Will the figures go online?*

*A: The figures will be able to view on our website*

*Q: Why do the Welsh academy members train in Britain while other regional academy's in England go abroad?*

*A: BL said that over the last few years there is greater integration with BTF. Welsh Triathlon was still limited by funding but with greater integration with the English Regions and the development of our Pathway we would hope to share resources and provide greater access to camps run abroad for athletes with potential. BL said that we will also be joining a regional academy on one of their camps that are coming to Wales in a few weeks. There is much to be said for Local camps with excellent coaching and that we can improve at less cost and possibly more effect.*

*Q Is there any way we can have a bulk membership option for clubs?*

*A BL said that we are looking into this, as we know it is an issue especially for junior clubs. But this is something we need to develop in partnership with the services team in Loughborough and in the past it has been resource heavy for Welsh Triathlon.*

## Open Forum

PT opened the floor to questions from the members

*Q: Our links with single sport, it's difficult to get swim time, how can we get around it?*

*A: BL said about her work with the CAST (Cycling, Athletics, Swimming and triathlon) group and said that we know we need to bring single discipline coaches into the skills schools, so they have an idea of what we need in coaching multisport athletes. - Skills Schools should help with this. Louis will be able to help our athletes now he is in place within the organisation. BL said that any examples of non co-operation or issues with swim clubs and evidence of where relations were not working, if they could be emailed to her, she would be able to build a case for changing the approach which would help her change the culture Swim Wales need outlets for their disaffected athletes, and active adults and Triathlon can be that outlet, same for cycling and athletics. Sport Wales want participation in sport to continue into adulthood and a multisport approach is of benefit to all CAST members.*

*Q: Are there any Skills Schools planned?*

*A: There are, but we have no dates in place. Louis has only just joined the team and will be organising them.*

*Q: How do we go about nontaxable coaching - paying our coaches. They the coaches don't want too to be employees.*

*Member said that he has linked with local authority that pay the coaches that coach with him.*

## Welsh Triathlon AGM

*Ray Morgan thanked the team at Welsh Triathlon for their help when he was setting up a triathlon club earlier in the year. He encouraged any other people looking to set up a club to do so and seek the support of Welsh Triathlon.*

Paul Tanner Thanks the members for attending the AGM and wished them a safe journey home