



WEIGHTLIFTING WALES BOARD MEETING

DATE: Wednesday 27th May 2026

Time: 6 – 7.30 pm

AGENDA

Attending: Ceri Wynne – Vice Chair, Ross Miller, Yuk Lam, Matthew De Filippo, Sarah Jones, Taylor Proberts, Simon Roach

Jonathan Roberts – guest: Sport Wales

Jake Eastwood – Minutes

Opening section:	Welcome Welcome given by CW (chair of meeting) Apologies None Declarations of conflicts of interest CW to leave the meeting for the period of voting to extend his appointed term on the board SR and JE to leave the meeting for the discussion and vote of employment budget proposal Matters arising (<i>not included in agenda already</i>) None
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Company Number: 8704264

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www.weightliftingwales.co.uk

Matters to be voted on:	Approval of previous board meeting minutes Q1 <u>All approved</u> Policies for approval: - Financial Policy and Procedures (specifically amendment to table 6, 'table of authority' - reviewed by BAR group last month) - Complaints Policy (minor adjustments to bring up to date) - Risk Management Policy (minor adjustments made to bring up to date) SR reaffirms to all that the above policies have been created in line with British Weightlifting and Welsh Sports Association policies/advice. <u>All approved</u> CW – vote of approval to extend appointed term on the board CW leaves the meeting for this section - YL leads. <u>All approved – CW appointed term extended by two further years</u> AGM 2026 date AGM date, Wednesday 11th November. The AGM will follow the Board meeting. <u>ACTION: WW board to let JE know if there are any issues with an 11th November AGM date.</u> Safeguarding – Under 12's participants: weigh-in removal
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	The Safeguarding case management group agreed to change the procedures for Under 12's at weigh-ins (whilst still following normal weigh in procedures). This has been carried out at WW events on a trial basis during this time. This has been put in place to protect this age group of athletes, whilst minimising risk of associated problems such as eating disorders. Sport within that age group should focus on participation. Under 17 athletes follow normal weigh-in procedures, with more flexibility to change body weight category on the day of competition. Clearer guidance for coaches and clubs need to be put in place for under 12 procedures. <u>All approved</u> <u>ACTION:</u> SR to adopt the new under 12's weigh-in procedures in updates to the WW safeguarding policy <u>ACTION:</u> JE to ensure messaging on the rules and to coaches for competitions is clear for Under 12 weightlifting points scoring system. Employment budget proposal – NGB independent bench marking review SR and JE leave meeting for this section YL presented the proposal which has been developed as a bench marking review of pay within certain roles amongst similar size NGB's. This was confirmed by JR. <u>All approved</u>
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	Approval of the 2026/27 budget The Business Audit and Risk sub-committee (BAR) has scrutinised and recommends the Board approve the budget for 2026/27. SR delivers presentation for explaining key points of 2026/27 budget profile as part of supporting documentation: - Overview of each income line (with the makeup of the final carry over figure) totalling £354,542 - Performance, Strategy, Corporate expenditure budget areas – totalling £354,542 - Good planning in last couple of year to build up reserves further by £5k – totalling reserves at £137,767 JR confirms that Sport Wales (SW) capability framework recommends reserves around 3-6 months' worth of operating costs. <u>All approved</u>
Matters for update/discussion only:	Sub-group updates • Business, Audit and Risk sub-committee - Budget/Finance report, TOIL, Time in Lieu (TOIL) policy presented and adopted, in line with in line with BWL policy. Confirmed by YL that a spreadsheet of TOIL is going to be used to record accrual of TOIL taken up by staff, with SR saying this will be linked in with staff annual leave request form. A maximum amount of accrued time to be agreed. <u>All approved</u> • Strategy sub-committee - Coach Education Proposal (BWL Delivery Partner)

	Discussions took place around the proposed operating structure, benefits and risks of being a BWL delivery partner. Which would mean delivering coach education courses across Wales on a self-employed profit share basis. There was a positive response from directors involved with licensed clubs, welcoming the proposal and the benefits for clubs. The importance of a strong recruitment and selection process for the delivery partner role was also discussed. SR indicates that an initial job description/role and expression of interest form has been put together, with awaiting further development once proposal approved by board. The proposal had previously been reviewed through the Strategy Sub-Committee. <u>All approved</u> <u>Action: SR to initiate next steps</u> • Performance group - European and British Championships, Commonwealth Games European Championships 10 athletes competed – formed part of CWG qualification. Catrin Jones & James Wales standout performances. British Championships A team of 16 athletes competed for Wales (8 male/8 female), with 11 in CWG contention, the other 5 younger athletes for development/experience. Commonwealth Games CWG nomination selection meeting to take place on 28th May.
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	These nominations to be sent off to Team Wales of whom will notify WW of the final team selection (by 18th June). CWG Team Announcement on 19th June in line with Team Wales. Pre CWG squad camp taking place at SBD HQ in Sheffield in mid-July, with Gethin Jones presenting the SBD lifting suits to athletes at the camp. Governance Improvement Plan 2026/27 – priority areas JE summarises key priority areas discussed internally for 2026/27 GIP – areas such as Board Evaluation, Governance Handbook, Succession Planning etc. JR offers his help (along with SW governance team) for support in the GIP with working with JE. <u>ACTION:</u> JE to send round copy of Sport Wales Q1 Board Report, which includes Partner Self Declaration Form Moving to Inclusion Framework – equality training Diagnostic tool complete and shared with mentor. Working Group to be setup to implement next steps. Some EDI training may be organised for staff and board members as a result of Moving to Inclusion work. Athlete Representative role description Agreed that WW should look to fill the existing board position and not combine this role with the athlete rep. It was reiterated that an athlete rep needn't be from a performance background.
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ACTION: SJ/RM to assist SR in putting together a suitable athlete panel role description / athlete panel committee TOR along with expression of interest form. JR to share round TOR example from previous examples.

ACTION: Going ahead with appointment of director with commercial background – SR/JE check appointment procedures before going to board with approval.

Welsh Language Development Plan – Welsh speaking audit

Limited Welsh Language knowledge amongst board members.

YL reiterates cost element of going fully bilingual.

SR says there is limited free support via Welsh Government.

Staff updates

Heritage funding

Submission recently made to the National Lottery to capture, preserve, and share the history of weightlifting within Wales.

Funding request for £109,500 – totalling a 2-year funded project. The funds will aim to employ Project Oral Historian / Heritage Officer, and Freelance Digital Media.

North Wales Actif Innovation Fund

The stronger together programme has come to an end, with delivery centres contacted about a sustainable approach to continue the programme themselves. Insight research from Bangor University for the programme being finalised.

National Parkinson's Strength Programme

Initial stages of linking in with partners in proposing to setup a Parkinson's Strength training programme within WW licensed

	clubs/local authorities to establish 20+ delivery centres across Wales. General Partnership work being conducted with AP and SBD. ParaSport event to be held in September in collaboration with DSW Cyber security subscriptions setup with Pure Cyber, with training for staff and improvement in cyber security systems. Developing relationship with WSSP kit recycling project.
Any other business:	It was noted that TASS is now operating in Wales. JR indicated more information would be provided in the coming weeks.
Review of the meeting:	GREEN
Date of next meeting:	Wednesday 16th September 2026 – 6pm