



WEIGHTLIFTING WALES BOARD MEETING

DATE: Wednesday 16th September 2026

Time: 6 – 7.30 pm

AGENDA

Attending: Ceri Wynne, 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 in place of JC) Apologies JC – on international call. JC to return to position of Chair at the end of September. Declarations of conflicts of interest None Matters arising (<i>not included in agenda already</i>) None
Matters to be voted on:	Approval of previous board meeting minutes Q2 (May 2026)

All approved

Policies for approval:

- **Employee Handbook** (complete new document which includes review/updates to all the HR policies)
- **Anti-Fraud, Bribery and Corruption Policy** (minor adjustments to bring up to date)
- **Vexatious Complaints Policy** (minor adjustments made to bring up to date)
- **Conflicts of Interests Policy** (minor adjustments made to bring up to date)

JE explains that the employee handbook has been updated through support of our external HR consultants.

The other three policies have been developed through templates from Sport Wales/Welsh Sports Association/other NGBs, and only small amendments made in latest review in line with changes to company status and job titles.

All approved

ACTION: JR/Sport Wales to update on policy portal that will be going live in November as part of next year's self-declaration requirements.

YL asks if Sport Wales can add on notification setting to policy portal for any legislation changes that come in.

Equality Sub-Committee Members composition (including Equality Lead)

CW puts himself forward for being part of the sub-committee.

The sub-committee will support progress against the Moving to Inclusion Framework.

	Agreed that the sub-committee will consist of two Board Directors and one staff member. <u>ACTION: Nominations Sub-Committee to look at making recommendations for nominating one other board member to this sub-committee.</u>
Matters for update/discussion only:	Sub-group / Staff updates - Commonwealth Games Excellent performance from the team at Glasgow 2026, with the Board recognising the strong team ethos within the squad. Special well done to Laura Hughes winning bronze medal and five athletes finishing at higher ranked position to their qualifying ranking. SR pleased with greater media exposure of our athletes at the games (through S4C, BBC Sport Wales, Team Wales, etc). <u>ACTION: Formal Performance Review of the Commonwealth Games to be undertaken and to look ahead to performance pathway potential to next Commonwealth Games cycle</u> (Rob Davies from Sport Wales can help provide advice and support on performance review following the Games) - Performance Pathway A few younger athletes added on to development squad, with two new Welsh athletes selected for GB pathway programme, as well as GB youth/junior international selections.

	Our two elite Para Powerlifters retained place on GB world class performance pathway, with them competing at recent Irish invitational international. - Athlete Policies Squad selection, athlete support, and international policies currently being amended ready for next year. Numerous athletes nominated to TASS Cymru support programme. <u>ACTION:</u> Performance Sub-Group to review and approve 2027 athlete policies. - Events/Community development Recently hosted largest ever Para Powerlifting event in Wales with Home Nations Open competition organised in partnership with BWL and DSW as part of Para Sports Festival. Marketing work being undertaken at two WW licensed clubs to showcase community programmes and legacy of Raise the Bar. Club support pack being developed. Welsh First Minister visited Nifty 60's class in Anglesey. Technical Official recruiting campaign to be launched in next quarter. - Governance and Organisational developments Transition to CIC process completed. Two recruitment positions currently live (Heritage Officer & Coach Education Delivery Partner). Annual UKAD submission for 2026 was accepted, with all requirements met.
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	NSPCC and Ann Craft Trust safeguarding checks in taking place next week. Continued cyber security development, including monthly staff training and phishing simulations, with Cyber Essentials certification achieved. - Partnership and Sustainability Continued support from Absolute Performance for national event equipment and SBD with a 4-year partnership agreed for production of athlete kit and free use of their HQ facility for training camps. Initial stages of further developing Parkinson's Strength Programme nationally through support of Parkinson's UK, health boards, and Swansea and Cardiff Universities. £5k income received from Glasgow 2026 for hire of our Eleiko platform, as well as additional income from DSW to support with hosting of Para Powerlifting event. Governance Improvement Plan 2026/27 (key priority areas) Key priority areas for the next quarter from our Governance Handbook to be worked - Governance Handbook - Adult Safeguarding Framework - Board Succession Planning - WW Volunteer Project - Board Succession Planning WW currently one appointed board member down, and RM is coming to the end of his two elected terms after the next board meeting. Recruitment & Selection Policy amended to allow the Board to directly appoint a Director where a specific skills gap has been identified.
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	One Elected Director position is required to be filled at the AGM. There is also one vacant Appointed Director position, with partnership building and commercial skills identified as desirable. <u>ACTION:</u> SR to contact possible candidates regarding potential interest in the vacant Appointed Director position. Athlete Representative/Ambassador No further update to provide. <u>ACTION:</u> SR and SJ to look at different representative engagement group options within WW (e.g. coaches, TO's, clubs) and setting up athlete youth group/athlete representative role. <u>ACTION:</u> JE to check on AOA articles as to whether an athlete representative role has to be a member of the WW board. AGM 2026 – 11th November CW confirm AGM will be followed by next board meeting on Wednesday 11th November. Agreed that AGM will start at 5.30pm and board meeting 6.30pm. <u>ACTION:</u> JE to communicate AGM time to members and confirm of any motions for the meeting.
Any other business:	JR explained that he would be leaving his relationship manager responsibilities with WW for a new role within Sport Wales. JR explained his replacement would join us at

	the next Board Meeting. WW want to record our thanks to JR for his work and support during his time working with us. JR has always been supportive and positive, and in particular has provided guidance and direction in supporting our drive to improve our governance and procedures. Thank you JR for your support and professional attitude and we look forward to working with you in your new position. <u>ACTION:</u> JR to introduce SR and JE to Fay and introductory meeting to be setup. <u>ACTION:</u> JE to circulate updated Sport Wales Board Report to the board. A congratulations on behalf of all the board to SR for recently being elected to the CWF Board on a 4-year-term. WW nominated to Social Business Wales awards. Some board members to attend awards evening on 7th October. Meeting ends.
Review of the meeting:	GREEN
Date of next meeting:	Wednesday 11th November 2026 – 5.30pm