



Welsh Triathlon TRIATHLON CYMRU

AGM
18th November 2018
Sophia Gardens





Agenda

1. Welcome from Paul Tanner Chairman
2. Appointment of Directors
3. Apologies for Absence
4. Approval Minutes of the 2016 AGM
5. Special Resolutions
6. British Triathlon review
7. Director's Annual Report for 2016/2017
8. Presentation of Annual Awards
9. 2016/17 Accounts & Finance Director's Report
10. Open Forum

Directors of Welsh Triathlon appointed

Paul Tanner	Chairman	Appointed January 2016, 3 year appointment, ending 2019,
Jon Blakemore	Director of Finance	Appointed March 2015, 3 year appointment, ending 2018 - up for re election
Marc Jenkins	Director for Performance	Appointed January 2017, 3 year appointment ending 2020
Tom Roberts	Director for Rules and Technical	Appointed March 2013 re-appointed 2015, for 3 year term, ending 2018 (portfolio removed)
Mike Battersby	Director for External Affairs (Interim Chair)	Appointed November 2013 reappointed 2014 for 3 year term ending 2017 (leaving a vacancy)
Llyr Roberts	Director for Governance	Appointed August 2015, 3 year appointment, ending 2018
Tom Overton	Director for Development	Appointed May 2014, 3 year appointment, ending 2017, reappointed for final year ending 2020
Mike Tate	Director for Safeguarding, Equality & Diversity	Appointed March 2018, 3 year appointment ending 2021
Owen Rodgers	Director for Business and Commerce	Appointed May 2017, 3 year appointment ending 2020, resigned October 2018 (leaving a vacancy)
Beverley Lewis	Executive Officer	Appointed 2015 , ongoing due to nature of office

Note: Owen Rodgers resigned from the Board during the year. The AGM will be asked to ratify the re- appointments of Llyr Roberts, Director of Governance and Jon Blakemore, Director of Finance, and the appointment of Mike Tate , Director of Safeguarding, Equality and Diversity.

Board of Directors

Chairman

Paul Tanner

Director of External Affairs

Portfolio in review

Director of Finance

Jon Blakemore

Director of Business Development

Vacancy

Director of Governance

Llyr Roberts

Director of Development

Tom Overton

Director of Performance

Marc Jenkins

Director of Safeguarding, E&D

Mike Tate

Director of Rules and Tech

Portfolio removed ?



Recruitment started for new portfolios



A Big Thank You to those who have left the Board

Presentation:

Mike Battersby

Tom Roberts

Owen Rogers



Welcome

Vicky Johnston
Development Coach



Verity Cooke
Programme Administrator



Thanks to the other team members who provide valuable additional support

Andy Lane
Jess Parry Williams
Chris Chucas
Kylie Mansfield
Chris Wallace
Mike Jones
Rich Brady
Rhian Roxburgh
Ray Morgan
Sorrell Williams





Apologies and Approval of Minutes from AGM 2017



Special Resolution

Special Resolution No.1

The acceptance of the complete substitution of the Articles of Association of Welsh Triathlon Ltd to reflect the requirements and guidance of the Governance and Leadership Framework Wales and The Principles of Good Governance 2015 and the Sport Governance Codes 2017.



British Triathlon Review

CEO British Triathlon and Triathlon England
Andy Salmon





Directors Annual Report

Governance

Llyr Roberts Director for Governance

Safeguarding, Equality and Diversity

Beverley Lewis Lead Officer Safeguarding

Performance

Marc Jenkins, Director of Performance

Development

Tom Overton, Director for Development

Business

Beverley Lewis, Executive Officer

BTF Coach of the Year 2016 - Tony Dally



GOVERNANCE AND LEADERSHIP FRAMEWORK FOR WALES

Developed for the Sector, by the Sector

Governance

Director of Governance Llyr Roberts

The policies, processes and behaviours which make our organisation robust, transparent and able to deliver our strategic objectives effectively

Welsh Triathlon Staff

Welsh Triathlon Board

Strategic Planning

Networking

GLFW

Self Evaluation

Compliance

Business Management Group

(OR, PT, MJB, LR, JnB, BL)

Income generation

Resource Management

Business Opportunities

Marketing

Stakeholder Engagement

Development, Management Group

(TO, SM, GE, IL, AJ, BL)

Increase membership and grow the sport

Full portfolio of inclusive and inspiring events

Full and inclusive workforce pathway

New partnership and new participants

Entry level Gotri

Performance Management Group

(MJ, LW, LR, BL)

Programme to deliver against CWG objectives

Inspire Athletes of the future

Effective and sustainable, inclusive pathway for coaches and athletes.

Rules and Technical Management Group

Rules and Technical

Governance Management Group

(LR, PT, JnB, JB, BL)

Recruitment, & Succession Planning

Safeguarding, Equality and Diversity, Ins[port

Financial/Legal Compliance

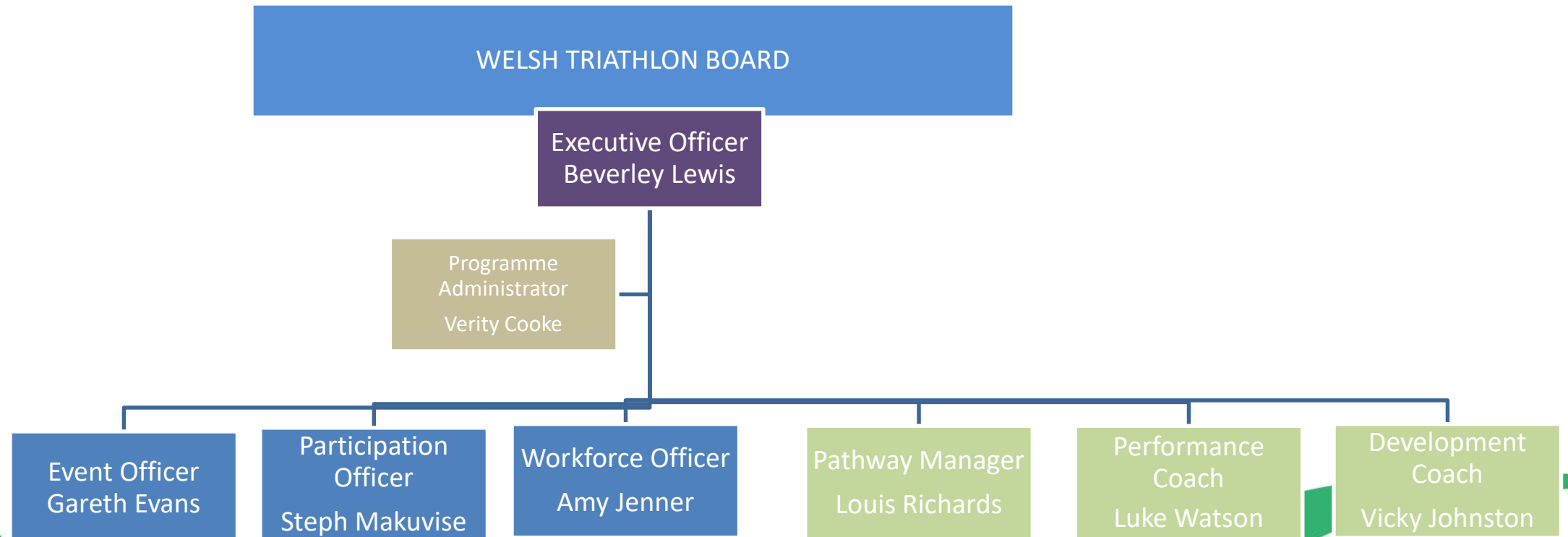
Budget and Management Accounts

Policies and Procedures

GLFW

Risk Management

Staff Structure





Staff

Executive Officer

Programme Administrator

Workforce Officer

Participation Officer

Welsh Pathway Manager

Performance Coach

Development Coach

Events Officer

Beverley Lewis

Verity Cook

Amy Jenner

Steph Makuvise

Louis Richards

Luke Watson

Vicky Johnston

Gareth Evans



Funding Requirements

Self Assurance

robust policies and procedures

Child Protection

Level 3 Safeguarding

Equality & Diversity
Disability

Panel Oct 2018 for **Intermediate**
Panel Nov 2018 for Silver Insport

KPI's


Membership, Participation,
Workforce

Antidoping

Educators and Advisors

Government Agendas

Governance, GDPR
Health and Wellbeing,
Pilot Sport Delivery Models

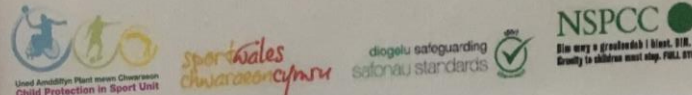


Llongyfarchiadau Congratulations
Triathlon Cymru *Welsh Triathlon*

wedi cyflawni lefel tri o safonau'r NSPCC ar gyfer diolelu mewn chwaraeon.
Ar ran pawb yn y Gymdeithas Genedlaethol er Atal Creulondeb i Blant (NSPCC), hoffem ddiolch i chi am wneud chwaraeon yn ddiogelach i blant a phobl ifanc yng Nghymru.

has achieved level three of the NSPCC Standards for safeguarding children in sport.
On behalf of everyone at the National Society for the Prevention of Cruelty to Children (NSPCC), we would like to thank you for making sport in Wales safer for children and young people.

Dyddiad/Date: *7th November 2017*
Llofnodwyd/Signed: *L. Whoplam*



Strategy

- Welsh Triathlon 2015 -2019 Strategic Document
- January'18 Review and went out to consultation for 2019-23
- Aligned with BTF's 'Vision for Triathlon'
To deliver world Class Success and to Inspire Participation
- Aligned with Sport Wales Sporting Landscape Foundation, Wellbeing, Core, Performance and New Vision





Safeguarding and Equality and Diversity

Director of Safeguarding, Equality & Diversity
Mike Tate





BTF Policy/Welsh Procedures

Referrals in	2016	2
	2017	6
	2018	4

No reported Historic Cases

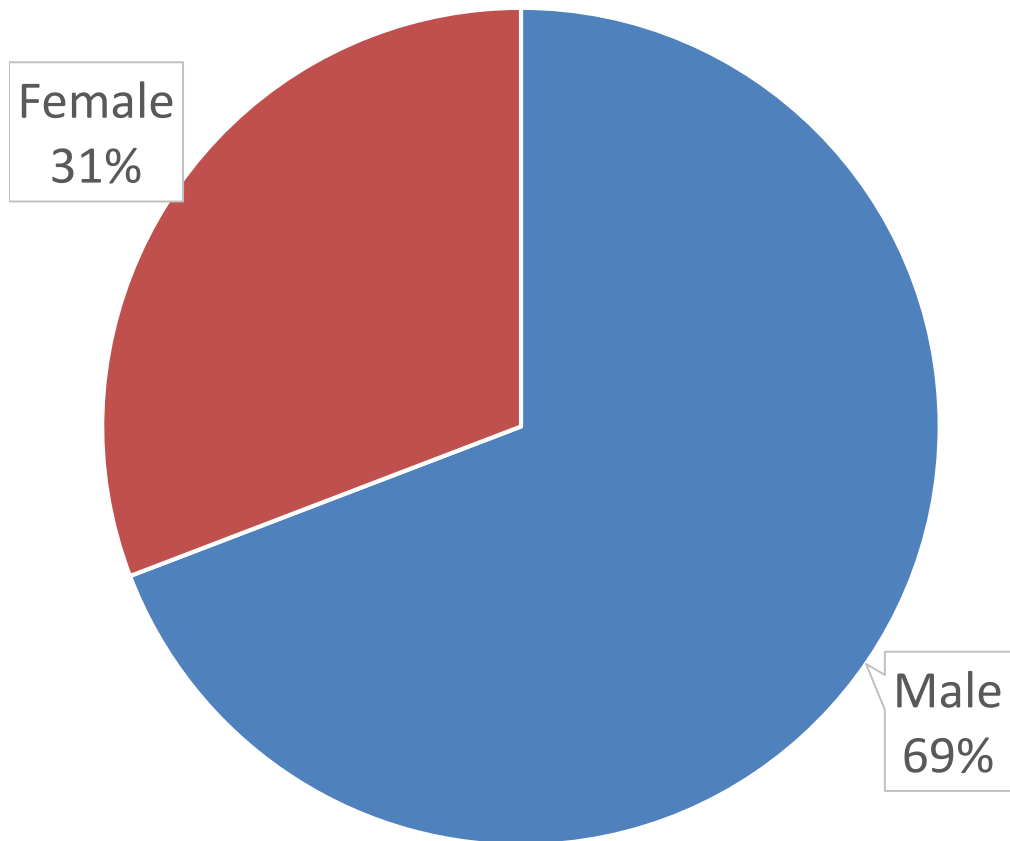
- Child friendly procedures
- Clearer Website information
- Dedicated Lead Officer and Assistance
- Case Panel
- Skills School and Academy Education
- Board and Staff Training
- Welsh T2L Triathlon course tutors



Equality & Diversity Data



Membership Male v Female



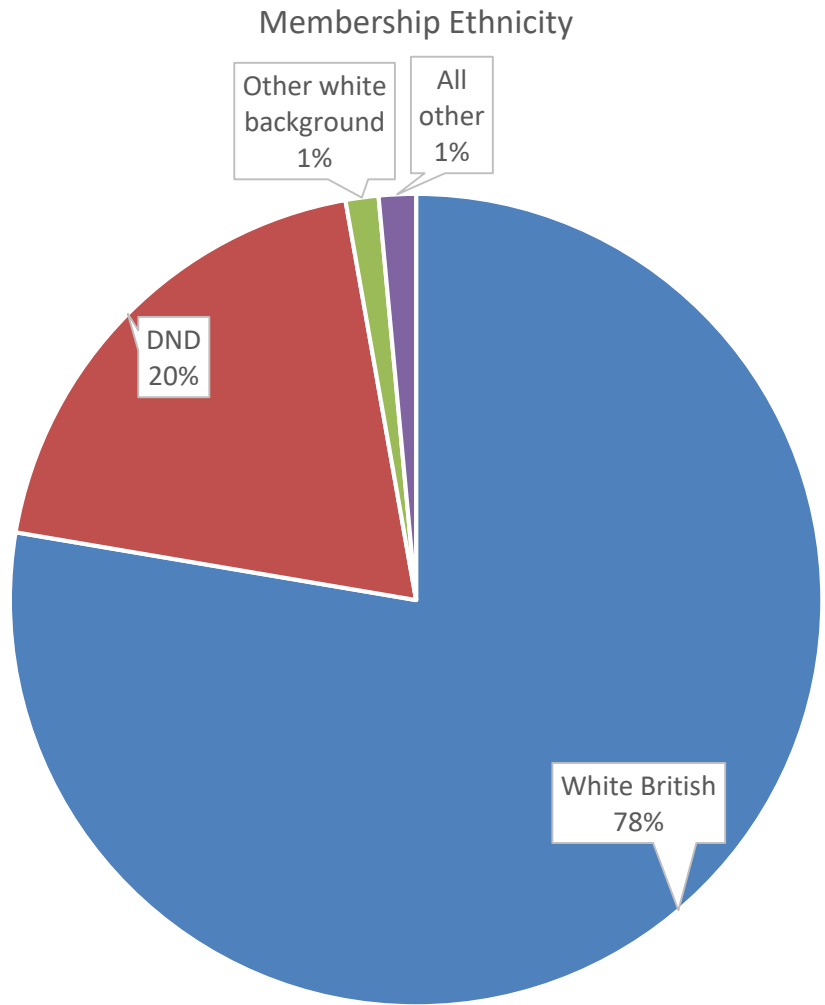
■ Male ■ Female

Membership Gender

Remains consistent across total membership but participation in GoTri outside core membership is 50/50



Membership Ethnicity



Better at collecting data/annual survey

Still heavily White British/Do not wish to disclose

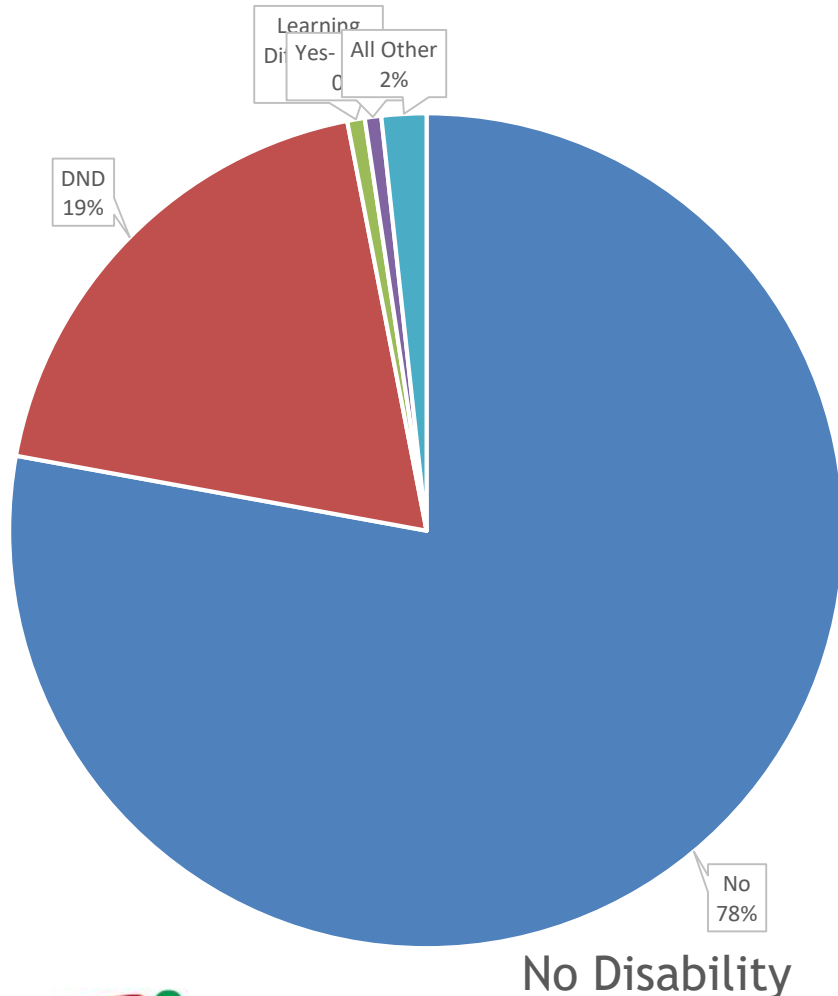
Membership Disability

Membership Disability

10% membership declared some sort of disability after changing wording of question

Working towards Silver Insport Award

Launched Insport Tri- Accreditation program for all Welsh Triathlon Affiliated clubs



■ No ■ DND ■ Learning Differences ■ Yes-Other ■ All Other



Board Diversity

Commitment to an inclusive, diverse,
skilled Board of Directors

