

SUMMARY OF KEY CHANGES



ENGLAND ATHLETICS COUNCIL REFORMS

Focus areas - current situation	Future
Lack of clarity regarding role and responsibility of council structure leading to ambiguity and lack of understanding/awareness amongst the membership	<ul style="list-style-type: none"> • Clear mandated consultation role through the evolution of Regional Councils into a Regional Forum structure • Direct reference in the future Forum TOR to the role of Regional Forums in making selections on annual Regional volunteer Award winners • Direct reference in the future TOR for Forums to continue to advise member services on affiliation process and related applications and undertake other duties passed to it by the Board of Directors • Introduction of coordinated central Council and Forum marketing/communications plan to raise awareness of purpose, role and personnel. EA Marketing and Comms team to lead on this with each Forum
No formally mandated requirement for Council annual congress	<ul style="list-style-type: none"> • Formal introduction of annual Council and Forum Congress to be held each year on same day as EA AGM
No coherent relationship between Council and Board when it comes to meeting scheduling and the “feedback chain” between each part of the structure	<ul style="list-style-type: none"> • Clear annual structured flow of meetings (with consultation topics) set from EA Board to National Council and then to Regional Forums (and back) in a synchronised way to ensure alignment between the entire system • Minimum number of meetings required will remain at 4 but the Terms of Reference will provide for synchronisation with Board meetings and encourage ‘virtual’ meetings where possible to reduce calls on member time
Currently 8 Regional Councils and a National Council	<ul style="list-style-type: none"> • Proposed 1 National Council and 10 Regional Forums based on 7 established English regions but with a West Midlands forum being re-established and a South East (South) and South East (North) Forum being established in recognition of the challenging geography of those locations
Each Regional Council Chair sits on National Council as their region’s representative	<ul style="list-style-type: none"> • Each Regional Forum will be allocated a place on the National Council, but this does not automatically need to be the Regional Forum chair • NC Representative to be elected by the RF members (excluding co-opteds)
No recommended demographic breakdown in membership of either the National or Regional Council membership	<ul style="list-style-type: none"> • Recommended minimum 30% of each gender to be represented on both National and Regional Structures reflected through terms of reference for each body through co-option or election • Clear recommendations in the Terms of Reference of each body to promote the inclusion of other underrepresented groups on the National and Regional structure (i.e. disability, BAME and Youth) • Clear recommendation in the Terms of Reference to promote broad representation of athletic disciplines (i.e. a balance between track and road)
No minimum skills and knowledge requirements for Chair of the National Council	<ul style="list-style-type: none"> • Introduction of minimum skills and knowledge threshold for Chair of National Council • NC Chair appointment to be ratified by EA Board according to skills and knowledge requirements against a set job description

Focus areas - current situation	Future
No minimum skills and knowledge requirements for National Council nominated Board directors	<ul style="list-style-type: none"> • Introduction of minimum skills and knowledge requirements for National Council nominated Board Directors in line with those applied to all directors
No formalised induction and training programme for National and Regional Council members	<ul style="list-style-type: none"> • Introduction of formal induction programme for all National Council and Regional Forum members • Introduction of CPD programme for Council and Forum members • EA Nominations Committee and EA Human Resources team to agree appropriate programme
No formal programme of local club forums organised between Regional Councils and EA Staff	<ul style="list-style-type: none"> • Local club forums to be agreed and facilitated according to need by each Regional Forum working with EA Club Support Manager
Currently Councillors can serve for 2 terms of 4 consecutive years (8 years)	<ul style="list-style-type: none"> • Proposed that this will remain at 2 terms of 4 consecutive years (8 years in total) • Will be reviewed in 12 months' time by EA Board
Biennial elections to Councils overseen by electoral reform	<ul style="list-style-type: none"> • Biennial elections to Forums to continue as present but to be overseen and coordinated by EA internally
Regional Council candidates require support from 2 other members as well as their own club to stand for election	<ul style="list-style-type: none"> • Regional Forum election candidates require nomination from only one club
Number of elected members to Councils between 3-7	<ul style="list-style-type: none"> • Number of elected members to Forums to remain 3-7
Number of co-opted members to National Council up to x 2	<ul style="list-style-type: none"> • Number of co-opted members to National Council to increase to 3 from 2
Co-opted member to Council cannot hold position of Chair	<ul style="list-style-type: none"> • Co-opted member to Forum cannot hold position of Chair and only elected personnel can be Chair
Regional Council representative on National Council is normally the Chair of that region	<ul style="list-style-type: none"> • Regional Forum representative on National Council does not have to be the Regional Forum Chair and can be a different person as nominated from the specific Regional Forum concerned
The number of Co-opted members of Councils must be lower than the number of elected members and do not get a vote	<ul style="list-style-type: none"> • The number of Co-opted members of Forums must be lower than the number of elected members and do not get a vote
The term for Co-opted members of Councils is 2 years and can be renewed up to the limits of 8 years in total	<ul style="list-style-type: none"> • The term for Co-opted members of Forums is 2 years and can be renewed for up to the limit of 8 years in total
There is currently no requirement for National or Regional Council members to meet a "fit and proper" person test to be able to serve	<ul style="list-style-type: none"> • There will be a requirement for all National Councillors and Regional Forum members to meet a "fit and proper" person tests. The EA Nominations Committee will produce appropriate tests
No guidance on reporting requirements to councils	<ul style="list-style-type: none"> • EA Governance Committee to consider appropriate guidance to ensure openness and transparency to members while retaining necessary confidentiality, etc