

GB Powerlifting Federation Ltd ANNUAL GENERAL MEETING

Sunday 11th May 2025 10.00hrs

ALL REGISTERED MEMBERS ARE INVITED TO ATTEND, THIS WILL BE AN ONLINE HOSTED AGM.

ONLINE LINK WILL BE DISTRIBUTED 12 HOURS PRIOR TO THE MEETING

AGENDA

1. Register of all members present (electronically recorded).
2. Minutes of the 2024 AGM.
3. Matters arising.
4. Finance Report.
5. Agreement of budget for 2025.
6. Remuneration of accountants.
7. Chairman's Report.
8. Chief Executive Officer's Report.
9. Performance Director Report.
10. Committee Reports:
 - 10.1. England
 - 10.2. Scotland
 - 10.3. Wales
 - 10.4. Northern Ireland
 - 10.5. Disciplinary Committee
 - 10.6. Athlete's Commission
 - 10.7. Law and Legislation Committee
 - 10.8. Medical Committee
11. Elections – none this year (no applications received for election for chairperson of Athletes

12. Notices of motion from the Board – none.

13. Notice of Motion from members:

13.1. Yaron Bernstein and Amina Bux

Referees should be compensated at least in line with other volunteers at national-level competitions.

REASON:

Prior to 2024, referees were the only volunteers at national-level events eligible for compensation, in the form of a contribution towards travel expenses and free membership for the following year for attending two days at national-level competitions in a given year. Compensating referees makes sense as refereeing is the only voluntary role that requires significant financial investment to qualify for.

When compensation for volunteers was introduced, suddenly non-referee volunteers were being compensated more generously than referees. Volunteers at national-level competitions can now claim up to £75 a day. Travel expenses for referees were slightly uplifted, yet the maximum possible overall compensation (travel + membership value) is still only £74.50 per day, although most referees are typically eligible for far less.

This has led many referees to question why they are being undervalued. In addition to the investment required to qualify in the first instance, refereeing is far from the easiest voluntary role, and referees are regularly denigrated by the wider powerlifting community when performing their role enforcing the rules that keep our federation prestigious. The powerlifting community already undervalues referees: British Powerlifting's volunteer compensation framework only perpetuates and exacerbates this.

Considering 50% of competitive powerlifters are under the age of 25 (source: powerliftingindata), this imbalance in compensation incentivises younger volunteers to avoid refereeing, which could lead to demand for referees begin to outstrip supply as the sport continues to rapidly grow. Current referees are already starting to favour other voluntary roles.

Therefore, we propose referees should be compensated at least in line with other volunteers in the interest of fairness and securing the future of the sport. This can be achieved at no additional cost to British Powerlifting by offering volunteers and referees £60 per day instead of £75 and removing the offer of free membership for referees.

13.2. Tarrin Wilson & Owen Leggett

British Powerlifting will develop and provide a template sign-up sheet for Meet Directors that includes an optional field for lifters to indicate the phonetic pronunciation of their name. Meet Directors will be encouraged to collect these pronunciation guides, print them, and share them with MCs and commentators ahead of the event. MCs and commentators will be encouraged to familiarise themselves with these guides and refer to them during the competition to ensure names are pronounced as accurately as possible.

REASON:

This motion was brought to my attention by a friend who has regularly attended and commented at powerlifting meets. One thing he highlighted was the frequency with which lifters' names are mispronounced, particularly those from ethnic or linguistic backgrounds that may be less familiar to MCs, commentators, and spectators.

Names are a core part of the powerlifting experience - they're spoken throughout the day by officials, shouted by the crowd, and often chanted as lifters take the platform. Mispronunciation, especially when repeated, can feel dismissive and alienating, even when entirely unintentional.

Including a pronunciation field on entry forms is a small, simple step that allows those running competitions to show consideration and respect to every lifter. This isn't about creating a burden for volunteers or staff - it's about fostering a more inclusive environment by encouraging Meet Directors, MCs, and commentators to make the effort to get names right.

13.3. Richard Parker & Joy Nnamani

That an independent Appeal Panel is set up comprising of members who shall be and shall remain independent of the parties at all time and shall immediately disclose any circumstance which may affect his or her independence during the appeals process in writing to the parties.

A member is not independent where, by reason of the facts or by circumstances, a reasonable-minded person may consider the he or she would show bias.

A Chair shall be appointed, and all appeals shall be addressed to them in the first instance, copying the CEO. Only the Chair shall have the power to refuse and appeal. The composition of the Panel may vary depending on what skills are required to hear an appeal; the appeals Chair shall use reasonable endeavors to ensure the appointed members have the appropriate expertise, including legal expertise. The minimum number to hear an appeal shall be three. Members of the panel shall be appointed by the Board, but shall not include company directors if the complaint concerns the Board, any director or any decision made by the Board.

The following clauses in the By Laws and Complaints and Disciplinary Policy & Procedure to be amended as follows:

By Laws: ADD after clause 48. Disciplinary Committee Appeal Panel details as above. Clauses 52 and 53 detailing the actions available for an unsuccessful appeal remain as is.

Complaints and Disciplinary Procedure: Amend all references to the Appeal Panel comprising Board Members to include non-conflicted independent members as above.

REASON:

The Current practice of appeals being heard by the Board is open to the accusation of bias, particularly in the case of complaints against Board members or action.

Other NGBs like British Weightlifting (BWL), British Fencing and the IPF have completely independent disciplinary procedures. BWL use true independent directors, i.e. no weightlifting involvement at all and the IPF have a dedicated Appeals Commission.

13.4. Miriam Weber and Amy Sanders

To reset all Equipped British Records currently held by Classic lifters to the standard, ensuring fair competition and alignment with IPF regulations.

REASON:

This proposal calls for resetting all Equipped British Records currently held by lifters who claimed them competing in the Classic category. Classic and Equipped Powerlifting are fundamentally different, with distinct technical demands and training requirements. Equipped lifters experience unique challenges, particularly in the deadlift, where the limited support from the deadlift suits along with significantly increased demands on the lifters central nervous system when performance an equipped squat and bench press results in lower relative deadlift numbers despite higher sub-totals in squat and bench. At present, 87.5% of all Open Equipped deadlift records are held by Classic lifters, who typically have little engagement with the Equipped discipline. This skews the representation of what Equipped lifters can achieve. Moreover, 10% of British deadlift records are higher than the corresponding World Records due to British Powerlifting allowing Classic lifters to hold Equipped records, a practice not mirrored by the IPF. This creates an inconsistency between national and international standards, disproportionately affecting women, with 37.5% of Women's British Open Equipped deadlift records exceeding the World Records. Resetting these records to the standard would align British Powerlifting with the IPF, ensuring the records are set by athletes.

13.5. Hannah Matson and Charlie Marillier

To undertake a complete Safeguarding and safety review for British Powerlifting.

This should include the Safeguarding policy and how it is implemented in all areas of British Powerlifting such as safe practices for children online and at powerlifting events, education and publication of safe practices for coaches and participants involved in powerlifting and continual review and amendments of the policy in line with legislation, regulation and best practice.

To adopt UK Coaching's guidance on Safeguarding, online safety, safe recruitment and retention of powerlifting staff, safe practices in events and supporting Elite athletes.

To also recruit a safeguarding committee, much as the Coaching committee has expanded, to delegate this huge task under the Safeguarding Lead.

REASON:

Powerlifting is dominated by the online space. It is an effective way to promote the sport and an individual's career. It is also a common method used by coaches to provide their services, rather than face-to-face. However, the digital space comes with the risk of misuse. I believe that adopting these suggestions put forward by UK Coaching on good practice in the digital space will help promote the safety of our members, particularly vulnerable groups, and remind members of the federation to use social platforms responsibly. A draft Safeguarding policy has been submitted which is a full and extensive policy adapted from the guidance from UK Sport and the NSPCC. However, there is still much work to be done on the policy and its effective implementation.

13.6. Kim Cowell and James Taylor

In circumstances where a decision made by the board materially impacts the membership, there must be a mandatory period of consultation with the relevant commission(s) and / or key members who reasonably represent the group or class of people affected by the decision (whether positively or negatively).

The period of consultation shall relate only to the implementation of the decision as opposed to being an opportunity to challenge it.

A decision that materially impacts the membership would include things such as incurring a cost beyond membership, entry and doping fees, a process that impacts a specific class of people, or a decision that is outside of the ordinary workings of the federation. This list is not exhaustive.

This motion is not intended to apply to every decision, only to those material to the membership.

REASON:

It is not always possible to predict the full impact of decisions, and it is therefore important to ensure the manner in which they are implemented has regard to all possible outcomes and eventualities.

The best way to do that is to consult with those concerned and to implement accordingly. Of course, it is not possible to please everyone, and that is not necessarily the primary focus here, but to ensure clear, concise and reasoned policy is communicated to the membership about decisions that impact them.

13.7. James Taylor and Lottie Hall (**Special resolution - 75% vote - Change to articles**)

To amend Articles 38

38. A member of the Board shall be paid reasonable expenses properly incurred by him or her in attending and returning from meetings of the Board, or any delegated committee, or general meetings of British Powerlifting, or in connection with the business of British Powerlifting, provided the payment of all such expenses has been previously authorised by either resolution of the Board, the Chief Executive or the Chairman (and for avoidance of doubt not in relation to that individuals own expenses).

To read

38. A member of the Board shall be **eligible for** reasonable expenses properly incurred by him or her **in discharging their duties such as** attending and returning from meetings of the Board, or any delegated committee, or general meetings of British Powerlifting, or in connection with the business of British Powerlifting, **in line with the approved annual allowances from the Membership at the General Meeting.** Payment of all such expenses at each occurrence **shall be** previously authorised by either **majority vote of the Board; or the written approval from the Board** (and for avoidance of doubt **no member shall vote on their individual own expenses**). **Any proposed amendment to annual allowances of member of the Board expenses will be presented to the membership for review and vote at a General Meeting.**

REASON:

Updating phrasing to cover the current arrangement in place with members of the Board having expenses for discharging of duty as well as meetings. Mandating that the annual expense allowances are subject to review and approval by the Membership ensures these are formally agreed and rationale, as well as transparent with the Membership. Updating the expense approval process to ensure it via Board vote or resolution only. This removed single person sign off.

13.8. James Taylor and Lottie Hall (**Special resolution - 75% vote - Change to articles**)

To amend Article 75, 76, 77, 78, 79, 80, and 81

75. A member of the Board must declare the nature and extent of any interest, direct or indirect, which he has in any matters to be discussed at a meeting of the Board before the matter is discussed by the Board.

76. Subject to Article 77, a member of the Board who has an interest must, in relation to that matter:

76.1. withdraw from the meeting for that item unless expressly invited by the other members of the Board to remain in order to provide information;

76.2. not count towards the quorum for that part of the meeting; and

76.3. not vote on the item in which he has interest.

77. Whenever a member of the Board declares an interest, the other members of the Board may authorise the director to have that interest, provided that the member of the Board who has declared an interest:

77.1. withdraws from the meeting during the discussions on authorisation; and

77.2. is not to be counted in the quorum during those discussions and does not vote on the question as to whether authorisation will be granted.

78. If authorisation is granted by the other members of the Board in accordance with Article 77, the other members of the Board may allow the member of the Board who declared the interest to remain in the meeting for the item concerned and to be counted in the quorum and vote on the issue.

79. If any question arises at a meeting of the Board as to whether an interest exists in relation to a member of the Board, or as to the entitlement of a member of the Board to vote, be counted in the quorum or remain at the meeting it shall be referred to the chairman of the meeting whose ruling shall be final and conclusive as between the members of the Board. If the question relates to the chairman of the meeting, it shall be decided by a resolution of the members of the Board (for which purposes the chairman shall be counted in the quorum but may not vote).

80. A decision of the Board will not be invalid because of the subsequent discovery of an interest which should have been declared.

81. If a conflict of interests arises for a member of the Board because of a duty of loyalty owed to another organisation or person and the conflict is not authorised by virtue of any other provision in the Articles, the non-conflicted members of the Board may authorise such a conflict of interests where the following conditions apply:

81.1. the conflicted member of the Board is absent from the part of the meeting at which there is discussion of any arrangement or transaction affecting that other organisation or person;

81.2. the conflicted member of the Board does not vote on any such matter and is not to be counted when considering whether a quorum of the Board is present at the meeting; and

81.3. the non-conflicted members of the Board consider it is in the interests of British Powerlifting to authorise the conflict of interests in the circumstances applying;

81.4. In this Article, a conflict of interest arising because of a duty of loyalty owed to another organisation or person only refers to such a conflict which does not involve a direct or indirect benefit of any nature to a member of the Board or to a Connected Person.

To Read

75. A member of the Board **and its sub-committees** must declare the nature and extent of any interest, direct or indirect, which he has in any matters to be discussed at a meeting of the Board **or the relevant sub-committee** before the matter is discussed by the Board **or the relevant sub-committee**. **This declaration will be noted within the minutes of the meeting.**

76. Subject to Article 77, a member of the Board **and its sub-committees** who has an interest must, in relation to that matter:

76.1. withdraw from the meeting for that item unless expressly invited by the **majority** other members of the Board **or the relevant sub-committee** to remain in order to provide information;

76.2. not count towards the quorum for that part of the meeting; and

76.3. not vote on the item in which he has interest.

77. Whenever a member of the Board **and its sub-committees** declares an interest, the other members of the Board **or the relevant sub-committee** may authorise the director to have that interest, provided that the member of the Board **or the relevant sub-committee** who has declared an interest:

77.1. withdraws from the meeting during the discussions on authorisation **by a majority vote**; and

77.2. is not to be counted in the quorum during those discussions and does not vote on the question as to whether authorisation will be granted.

78. If authorisation is granted by the **majority of** other members of the Board **or the relevant sub-committee** in accordance with Article 77, the other members of the Board **or the relevant sub-committee** may allow the member of the Board who declared the interest to remain in the meeting for the item concerned and to be counted in the quorum and vote on the issue.

79. If any question arises at a meeting of the Board **or the relevant sub-committee** as to whether an interest exists in relation to a member of the Board, or as to the entitlement of a member of the Board to vote, be counted in the quorum, or remain at the meeting it shall be referred to the chairman of the meeting whose ruling shall be final and conclusive as between the members of the Board **or the relevant sub-committee**. If the question relates to the chairman of the meeting, it shall be decided by a resolution of the members of the Board **or the relevant sub-committee** (for which purposes the chairman shall be counted in the quorum but may not vote).

80. A decision of the Board **or the relevant sub-committee for relevant items** will **be invalid** because of the subsequent discovery of an interest which should have been declared.

81. **Members of the Board and its sub-committees must make an annual declaration (every 12 months) of potential, perceived or actual conflicts of interest, even if it is a null declaration.** If a conflict of interests arises for a member of the Board **or its sub-committee** because of a duty of loyalty owed to another organisation or person **this must be declared at this point.** If the conflict is not authorised by virtue of any other provision in the Articles, the non-conflicted members of the Board **or the relevant sub-committee** may authorise such a conflict of interests **by a majority vote** where the following conditions apply:

81.1. the conflicted member of the Board **or the relevant sub-committee** is absent from the part of the meeting at which there is discussion of any arrangement or transaction affecting that other organisation or person;

81.2. the conflicted member of the Board **or the relevant sub-committee** does not vote on any such matter and is not to be counted when considering whether a quorum of the Board is present at the meeting; and

81.3. the non-conflicted members of the Board **or the relevant sub-committee** consider it is in the interests of British Powerlifting to authorise the conflict of interests in the

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circumstances applying;

81.4. In this Article, a conflict of interest arising because of a duty of loyalty owed to another organisation or person only refers to such a conflict which does not involve a direct or indirect benefit of any nature to a member of the Board, **member of the relevant sub-committee**, or to a Connected Person.

REASON:

To extend the declaration of interest to the sub-committees the Board of British Powerlifting has formed. This ensures that where committees have power to make decisions or act in their role conflicts in place are declared promptly to enable them to be managed.

Expand the remit of declarations to being captured where relevant in minutes of meetings, be formally voted on if the member who has made a declaration can vote on the item, and invalidate any decision made where a conflict is not declared.

Introduction of annual declarations is common practice within businesses to ensure transparency, act as a reminder of the obligations to declare potential, perceived or actual conflicts of interest, and provide an opportunity for members to review their prior declarations to ensure it remains accurate.

13.9. James Taylor and Kim Cowell (**Special resolution - 75% vote - Change to articles**)

Amend Article 86

86. The minutes of the Board, and of any sub-committee appointed by the Board, may be inspected at any time by members of the Board. Members of a sub-committee who are not members of the Board may inspect the minutes of that sub-committee and those minutes of the Board that relate to the establishment and powers of that sub-committee. The Board may resolve that a named person may inspect such of their minutes or the minutes as shall be specified in the resolution.

To Read

86. The **agreed and approved** minutes of the Board, and of any sub-committee appointed by the Board, may be inspected at any time by members **as follows:**

86.1. All meeting of the Board (including scheduled and emergency meetings) shall be published to the membership alongside the respective reports they cover within 21 days of the meeting. In the event the Board wish to redact elements of the minutes and reports, this shall be subject to a vote at the meeting under Article 68. and documented in the minutes in line with Article 84.

86.2 All meetings of sub-committees of the Board shall be issued to the Board within 7 days of approval being obtained. The Board may resolve that a named person may inspect the minutes of sub-committee meetings.

REASON:

This will bring British Powerlifting more in line with the Home Nations Sports Councils Tier 1 Code of Sports Governance Mandatory requirement for “Communication”, which details “The organisation shares information on its governance, structure, activities, and financial position to enable stakeholders to have a good understanding of them”, as part of “Requirement 5”.

British Powerlifting is committed in Articles 5.i, “to ensure that British Powerlifting is compliant with all aspects of Home Nations Sports Councils Tier 1”.

The publication of Board meeting minutes was passed at the 2023 AGM, however this motion did not amend the Articles.

This will formalise this motion and make it enforceable. This will formalise how the Board shall redact minutes if required and how this decision will be captured.

13.10. James Taylor and Kim Cowell (**Special resolution - 75% vote - Change to articles**)

To amend Article 85

85. The minutes of General Meetings may be inspected at all reasonable times by any Member.

To Read

85. The **draft** minutes of General Meetings **shall be agreed by unanimous agreement of all members of the Board in attendance (which hold their role 1 working day after the meeting occurred) by email within 7 days of the meeting and shall be published in a draft format to the membership via the website within 14 days of the meeting concluding, alongside the referenced reports. The minutes will be approved to final at the following General Meeting by a vote of the membership in attendance.**

REASON:

By ensuring draft minutes of the general meeting are published in a timely manner will ensure that the membership is aware of outcomes of the general meeting in a shorter timescale than a year. For practicality Members of the Board being utilised can serve this role. 14 days should strike a balance of timeliness and provide the volunteer Members of the Board with adequate time to review them contemporaneously.

Members still retain the right to inspect the minutes and strengthens their rights to approve them as an accurate record and finalise them at the next general meeting.

This will bring British Powerlifting in line with the Home Nations Sports Councils Tier 1 Code of Sports Governance Mandatory requirement for “Communication”, which details “The organisation shares information on its governance, structure, activities, and financial position to enable stakeholders to have a good understanding of them”, as part of “Requirement 5”. British Powerlifting is committed in Articles 5.i, “to ensure that British Powerlifting is compliant with all aspects of Home Nations Sports Councils Tier 1”.

13.11. James Taylor and Kim Cowell (**Special resolution - 75% vote - Change to articles**)

To amend Article 83

83. The Board must keep minutes of all:

83.1. Appointments of members of the Board and officers made by the Board;

83.2. Proceedings at General Meetings of British Powerlifting;

83.3. Meetings of the Board and committees of the Board including;

83.3.1. the names of the persons present at the meeting;

83.3.2. the decisions made at the meetings; and

83.3.3. where appropriate the reasons for the decisions.

To Read

83. The Board must keep minutes of all **decisions made, including but not limited to:**

83.1. Appointments of members of the Board and officers made by the Board;

83.2. Proceedings at General Meetings of British Powerlifting;

83.3. **All meetings of the Board (this includes scheduled and emergency meetings) and committees of the Board including;**

83.3.1. the names of the persons present at the meeting;

83.3.2. the decisions made at the meetings, **including outcome and number of votes made by members of the board in favour, against, and abstentions;**

83.3.3. where appropriate the reasons for the decisions;

82.3.4. any key action or decisions made by the Board and its members since its last meeting, including those which occurred outside of a meeting format. If this required a vote outside of the meeting to make a decision this will be recorded including outcome, number of votes made by members of the board in favour, against, and abstentions;

82.3.5. key discussions held by the members of the Board; and

82.3.6. key comments made on paper or items received or reviewed by the Board.

REASON:

Making the required minimum content which must be captured in the minutes cover more areas increases the quality of records in place for Board meetings. In addition, greater information and transparency to the membership, as members are able to inspect the minutes under Article 86. The Matters Reserved for the Board Policy allows for Board decisions to occur outside of a meeting. This update will ensure they are documented in full.

13.12. James Taylor and Kim Cowell (**Special resolution - 75% vote - Change to articles**)

To amend Article 84

84. Any minutes of any meeting, if purporting to be signed by the chairman of that meeting, or by the chairman of the next succeeding meeting, shall be sufficient evidence without further proof of the facts stated in such minutes.

To Read

84. Any minutes of any meeting of the Board and / or its sub-committees, shall be agreed by:
- 84.1. For the Board, initial approval by email within 3 days of the meeting by the Chairman, followed by secondary unanimous agreement of the members present at the meeting by email, within 14 days of the chairman's initial approval.
 - 84.2. For sub-committees of the Board, initial approval by email within 3 days of the meeting by the Chairman, followed by secondary unanimous agreement of members present at the meeting either at the next succeeding meeting or by email within, 14 days of the chairman's initial approval.

REASON:

By ensuring that members of the meeting agree to the minutes this ensures that the record is accurate. This is common business practice. By conducting this through email ensures this is timely and prompt as well as minimising administrative burden. 14 days should provide volunteers with adequate time to review the minutes around their other commitments.

13.13. Kim Cowell and Paul Marsh (**Special resolution - 75% vote - Change to articles**)

This motion has two parts:

Part a) To amend Article 40

40. The Board following roles possible roles may be appointed to the board of British Powerlifting as outlined below:

40.1. Chairman by way of members' vote at a general meeting;

40.2. Chief Executive by way of members' vote at a general meeting;

40.3. Finance Director by way of members' vote at a general meeting;

40.4. Communications Director by way of members' vote at a general meeting;

40.5. Competition Director to be appointed by the Board;

40.6. Development Director to be appointed by the Board;

40.7. Performance Director to be appointed by the Board;

40.8. Athletes' Commission Chairman to be nominated by the athlete Members of British Powerlifting;

40.9. up to two (2) Independent Directors who may be appointed by the members of the Board from time to time. The members of the Board shall advertise such posts using reasonable means and shall determine the best candidates for the roles, taking into account such matters as are deemed reasonable, including, but not limited to, their skills and qualifications; and

40.10. one (1) Director to represent each of the Home Countries, who shall be elected in accordance with the relevant Home Countries' governing documents (being a total of four (4)).

40.11. Directors shall only be appointed by the Board following advertising of the vacancy, a proper interview process and a majority vote at a full meeting of the Board. This shall be recorded in the published minutes of the meeting.

To read:

40. The Board may consist of the following roles and such roles may be appointed to the board of British Powerlifting as outlined below:

40.1. Chairman by way of members' vote at a general meeting;

40.2. Chief Executive by way of members' vote at a general meeting;

40.3. Finance Director by way of members' vote at a general meeting;

40.4. Communications Director by way of members' vote at a general meeting;

40.5. Chair of the DEI Commission by way of by way of members' vote at a general meeting;

40.6. Competition Director to be appointed by the Board;

40.7. Development Director to be appointed by the Board;

40.8. Performance Director to be appointed by the Board;

40.9. Athletes' Commission Chairman to be nominated by the athlete Members of British Powerlifting;

40.10. up to two (2) Independent Directors who may be appointed by the members of the Board from time to time. The members of the Board shall advertise such posts using reasonable means and shall determine the best candidates for the roles, taking into account such matters as are deemed reasonable, including, but not limited to, their skills and qualifications; and

40.11. one (1) Director to represent each of the Home Countries, who shall be elected in accordance with the relevant Home Countries' governing documents (being a total of four (4)).

40.12. Directors shall only be appointed by the Board following advertising of the vacancy, a proper interview process and a majority vote at a full meeting of the Board. This shall be recorded in the published minutes of the meeting.

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Part b) To create a new bylaw to address the purpose of the DEI Commission to the effect of the following:

XX. The Chair of the DEI Commission, along with their appointed committee, shall:

- xx.1. Maintain an open and inclusive channel of communication with members at all levels (to include lifters, officials, volunteers, coaches and non-lifting members) in respect of matters pertaining to diversity, equality and inclusion. This may include but is not limited to focus groups, membership consultation, anonymous surveys and feedback.
- xx.2. Engage with and assist the formulation of policy and provision of recommendations to the Board, either upon request or of the Commission's own volition.
- xx.3. Consider and provide its views to the Board on achieving equality and inclusion, with an emphasis on leadership roles within the federation, including a review of existing policies, practices and procedures where required.
- xx.4. Identification of barriers and making recommendations to address them.
- xx.5. Identification of opportunities and initiatives and making recommendations as to implementation.
- xx.6. Maintain a proactive approach to the promotion, empowerment and advocacy for equality and inclusion.

REASON:

There is a historic an ongoing lack of diversity amongst leadership positions within the federation, and coaching staff. It is necessary to understand why that is, identify the reason(s) why, what the barriers are acknowledge those barriers, and to put a plan in place to effect meaningful change going forward.

It is understood that the DEIB Commission was recently enacted at non-executive level, and this motion does not seek to undermine that; it seeks to ensure that such a crucial position has sufficient involvement and input at board level and to set out the specific function and objectives of the Commission. Aside from the initial announcement, there has been no defined function published or furthermore information produced by British Powerlifting. The Commission itself is not listed on the Website, nor does the role appear on the Non-Exec section of the website.

13.14. Paul Marsh and James Taylor (Special resolution - 75% vote - Change to articles)

To amend Articles 46, 47 and 49

46. No Single Director may serve for more than 20yrs consecutive years on the board of British Powerlifting.

47. If British Powerlifting does not fill the vacancy at the General Meeting created by a member of the Board who retired by rotation then the retired member of the Board shall, if willing to act, be deemed to have been reappointed unless it is resolved not filled the vacancy at the meeting or a resolution for reappointment of the members of the Board has been put and lost.

49. The Board may appoint a person who is willing to be a member of the Board to fill a vacancy. A person so appointed shall hold office until the following Annual General Meeting and shall not be taken into account in determining the members of the Board who are to retire by rotation at that meeting. If not reappointed at such Annual General Meeting, he shall vacate office at the conclusion thereof.

To read

46. No Single Director may serve for more than 6yrs on the board of British Powerlifting. An exception will be made for Home Countries Directors appointed under Article 40.10, in which they may serve no more than 20yrs on the Board.

47. If British Powerlifting does not fill the vacancy at the General Meeting created by a member of the Board who retired by rotation then the retired member of the Board shall, if willing to act, be deemed to have been reappointed for a 1yr term unless it is resolved not filled the vacancy at the meeting or a resolution for reappointment of the members of the Board has been put and lost.

49. The Board may appoint a person who is willing to be a member of the Board to fill a vacancy. A person so appointed shall hold office until the following Annual General Meeting under an interim title and shall not be taken into account in determining the members of the Board who are to retire by rotation at that meeting. If not reappointed at such Annual General Meeting, he shall vacate office at the conclusion thereof. If reappointed at such Annual General Meeting, the annual period in which the role was assumed as an interim title will act as the 1st year of the term.

REASON:

This will bring British Powerlifting in line with the Home Nations Sports Councils Tier 1 Code of Sports Governance Mandatory requirement for "People", which details "Committee members are subject to regular election and ideally should serve no more than nine years", as part of "Requirement 4". British Powerlifting is committed in Articles 5.i, "to ensure that British Powerlifting is compliant with all aspects of Home Nations Sports Councils Tier 1".

The Home Counties retain their powers to appoint their representative on the Board via their own governance. The introduction of interim titles will seek to increase transparency with members of the roles appointed by the Board during the periods between Annual General Meeting

NOTES:

- a) Motions will be available for comment per details in this Agenda for a period of 7 days by Voting Members. (Sunday 27th April 2025 until Sunday 27th April 2025)
- b) Motions and reports will be put to vote 14 days prior to the AGM and voting will be closed 48hrs before the AGM (Sunday 27th April and close 1000hrs Friday 9th May)
- c) Proxy voting – A Member may appoint a proxy as per the proxy voting procedure. The appointed proxy may then complete the online vote on their behalf
- d) A presentation will be made at the end of the meeting to attending members elected to the British Powerlifting Hall of Fame for 2024