

**British Powerlifting – Combined Extraordinary General Meeting (EGM) and Annual General Meeting (AGM)**
**Date:** 20/07/2025
**Time:** 10.00am (EGM) 10.30am(AGM)
**Location:** Zoom (Virtual)
**Chair:** Tony Cliffe (Acting Chair)

Members present – see Appendix 1 – Apologies received from Scott Simon.

**1. Welcome and Meeting Logistics**

* The meeting opened with Tony Cliffe managing participant entry and host permissions via Zoom, with support from Charlie Marillier.
* Tony confirmed that he was acting as proxy Chair in the absence of an appointed Chair.
* A follow-up strategy session was proposed with Charlie to plan for the next 3–6 months. Charlie expressed enthusiasm about supporting the Federation.

**2. EGM Proceedings**

* Tony outlined the agenda and clarified an administrative error: the Communications Director role (Abdul’s candidacy) had not been included on the ballot and would be addressed separately.
* Motions of no confidence in Ben and James were not tabled, as both individuals had stepped down prior to the meeting.
* **CEO Election:** Charlie Marillier was elected CEO\*
* **Governance Motion 6.1:** A motion to review the Federation’s Articles of Association and bylaws passed\* /\*\*

\*For full voting details see appendix 2

\*\*For Full motion wording see appendix 3

**3. AGM Opening and Member Engagement**

* The AGM was formally opened at 10:30 AM.
* Andrew highlighted the limitations of the online AGM format and proposed greater flexibility to improve engagement and debate.
* A hybrid model was discussed and received broad support.
* The group emphasized the importance of educating members on Federation governance to increase democratic participation.

**4. Event Insurance Update**

* Tony confirmed that British Powerlifting’s insurance now covers:
	+ All British Powerlifting events including affiliated associations and their divisions.
* Documentation is pending but expected imminently.
* Informal board-member engagement with the wider membership was encouraged to prevent escalation of concerns into formal motions.

**5. 2024 AGM Minutes and Drug Testing**

* 2024 AGM minutes and financial statements were received with no objections.
* Tony confirmed that the Federation transitioned drug testing from UKAD to IPF/CCES due to budget constraints of UKAD.
	+ No testing charges were incurred in 2024.
	+ Testing costs are expected in 2025; the board awaits invoices and is working with Billy from the IPF on an out-of-competition testing plan.

**6. AGM Elections and Vacant Positions**

* Tony confirmed:
	+ The deadline for Chair applications had closed.
	+ Other board positions remain open, except for Competition Director, which has been filled.
* Charlie proposed a regroup after the meeting to confirm outcomes and plan a public update.

**7. Reports and Financial Matters**

The following items were presented to the membership and formally accepted:

* Chairman’s Report\*
* Finance Report\*
* Performance Director’s Report\*
* 2025 Budget\*
* Remuneration of Accountants\*

All items were approved by the required majority. No objections were recorded.

\*For full voting details see appendix 2

**8. Motions and Rule Changes**

* The following member motions were discussed and voted on:
	+ **13.1 – Referee Compensation**: Passed. Referees will now be compensated in line with volunteers\*
	+ **13.2 – Pronunciation Guide**: Passed. A phonetic pronunciation template will be developed for meet directors\*
	+ **13.3 – Independent Appeals Panel**: Passed and will be established\*
	+ **13.4 – Resetting Equipped British Records**: Not passed\*
	+ **13.5 – Safety Review**: Passed and will be implemented\*

\*For full voting details see appendix 2

\*\*For full motion details see appendix 3

**9. Governance and Confidence Vote**

* The board discussed a previously proposed vote of no confidence, which was not tabled due to board resignations.
* Debate ensued on the Chair’s authority to exclude motions not deemed in order, with concerns raised about transparency.
* There was also concern over the lack of doping control at the 2024 Commonwealth/World Masters, where athlete fees were collected but no testing occurred.
* The same event organizer is being used for future events; the board has raised this issue with the IPF.

**10. Testing Fund and Motion Handling**

* Martin explained that IPF testing funds are pooled and not tied to specific competitions.
* Commonwealth-specific funding was discussed separately.
* Clarification was given that past motions concerning prior CEO and Chairman had been included in previous minutes.
* Future inclusion of motions in minutes will be communicated clearly.
* Andrew outlined standard practices in sports governance regarding chair discretion on meeting agenda content.
* Martin confirmed all decisions were made in good faith and were not intended to shield individuals.

**11. Unity and Forward Strategy**

* Martin and Andrew reiterated the importance of collaboration, transparency, and volunteer engagement to rebuild trust.
* Charlie affirmed her commitment to working constructively with all stakeholders.
* The meeting concluded with a collective agreement to focus on unity and positive progress.

**Meeting closed at:** 11.14am
**Next Steps:**

* Publish outcomes and minutes to members.
* Confirm vacant roles and election timelines.
* Begin Articles/bylaws review process and Finalise insurance documentation and drug testing funding plan.

**Appendix 1 - List of members present:**

|  |
| --- |
| Abdul Wajid |
| Adam Thomas |
| Alex Pearson-Jones |
| Alexander Gawn |
| Andrew Mcellistrim |
| Andrew Ward |
| Andy Liddle |
| ben passmore |
| Charlie Cambridge |
| Charlie Marillier |
| charlotte macpherson |
| Claire Hendy |
| Claire Tocher |
| Craig Coggle |
| Craig Spicer |
| Craig Wilkins |
| Elaine Jackson |
| Emma Goodwin |
| Fraser Montgomery |
| Graeme Reid |
| Hannah Matson |
| Harman Parihar |
| Harry Godwin |
| Helen Carrington |
| Henry Tosh |
| Ian Finch |
| Isi Avbulimen |
| Jacob Wymer |
| Jake Bridge |
| James Taylor |
| Jason Coultman |
| Joy Nnamani |
| Karen Horwood |
| Karolina Anna Jarosinska |
| Kate Clarke |
| Kate Sweatman |
| Kelly Fysh |
| Kevin Jane |
| Kim Cowell |
| Kirsty Russell |
| Leanne Richards |
| Lisa Grant |
| Liz Young |
| Lottie Hall |
| Louie Warren |
| Lucas Stolle |
| Mani Owugha |
| Mark Fulton |
| Martin Bass |
| Maureen Gordon |
| Michelle Brooke |
| Mick Ellender |
| Nasreen Ahmed Brooker |
| Owen Hubbard |
| Paul Marsh |
| Rebecca Coggle |
| Rhys Lam Davies |
| Robert Haughton |
| Rome White |
| Samantha Townsend |
| Sharon Holmes |
| Tom Morgan |
| Tony Cliffe |
| Yaron Bernstein (Yaron) |
| Ziana Azariah |

**Appendix 2 – EGM and AGM Voting breakdown:**

**Votes collated and recorded by Tony Cliffe and adjudicated and verified independently by Andrew Ward.**

**EGM**

**CEO vote**: Total number of votes 108

For: 95

Against: 8

Abstain: 5

Majority achieved therefore Charlotte Marillier is elected CEO.

**Motion 6.1** **Vote**. Total number of votes 108

For: 97

Against: 2

Abstain: 9

**Required % to Pass is 50% for an ordinary motion. Motion passed.**

**Valid voting members over the age of 18:**

|  |
| --- |
| Tony Cliffe |
| Kimberley Cowell |
| James Taylor |
| Charlotte De Val |
| Dee Atkins-Greig |
| Lisa marie Horner |
| Emma Goowin |
| Katrina Sweatman |
| James Brincat-Smith |
| Martin Marshall  |
| Wade Andrew Lowther |
| Lisa Bell  |
| Alison Goldsworthy  |
| Charlotte Sidaway  |
| Charlie Marillier  |
| Al mansell Rowe  |
| Anthony mcleggan |
| Rob Hill |
| Miriam Weber |
| Rosemary White |
| Scott Cullen |
| Amy McCarthy |
| Jacqui Hudson |
| Mani Owugha |
| Sophie Newby-Deane |
| Thomas Morgan |
| Mark Fulton |
| James Kennedy |
| Nazat Fahmi |
| Alexander jackson |
| Kirsty Russell  |
| Meghan Norris |
| Leanne mackenzie |
| Tara Waterhouse  |
| Jack barber  |
| James kemmery |
| George Seeger  |
| Alex Macaulay |
| Owen Hubbard |
| Craig Wilkins |
| Ziana Azariah |
| Amy-Rose Deffley |
| Mark Henkelis |
| Matthew Hart |
| Nigel Gillis |
| Jack Veitch |
| Leanne Richards |
| Rick Burgon  |
| Lisa Grant  |
| Becka Colley-Foster |
| Craig Coggle |
| Alyx Stickle |
| Rebecca Coggle |
| Daniel Lee |
| Simon Beer |
| Michelle Brand |
| Isabel Dowling |
| Caroline Buckle |
| Jacqueline wade  |
| Kellie Sweeney |
| Eden Scantlebury-Watson |
| Andy Liddle |
| Josh Inman |
| Josh Bell |
| Graeme Reid |
| Nash Hunter |
| Mandy Bawden  |
| Sadie Blake |
| Jake Cazin-Meyer |
| Charlie Cambridge |
| Meg Robertson  |
| Bryn Evans  |
| Lottie Hall |
| Lee Copp |
| Karen McKendry |
| Abbie marshall |
| Richard Parker |
| Kevin Michael Jane |
| Katie Tatum |
| Marlon Allan Lorencetti |
| Ian Finch |
| Richard Mullan |
| Sabrina Downes |
| Richard Gould |
|  Ben Passmore |
| Pamela jackson  |
| Lawrence J Farncombe |
| lee griffiths |
| Andrew Ward |
| Maureen Gordon  |
| Greg Smirh |
| Margaret Hasler |
| Carole Springett |
| Yaron Bernstein |
| Nathan Young |
| Farzana Ahmed |
| Adam Thomas |
| Kerry Lindsay |
| Philip Frost |
| Paul Marsh |
| Edward butcher |
| Nimrod Avissar  |
| Jim Shedden |
| Carole O'Neil |
| Erica Leon |
| Jamie Redden |
| Nasreen Ahmed Brooker |
| Isi Avbulimen |

**AGM:**



**Valid Voting members over the age of 18**:

|  |
| --- |
| Tony Cliffe |
| Kimberley Cowell |
| James Taylor |
| Dee Atkins-Greig |
| Katrina Sweatman |
| Charlotte De Val |
| Emma Goodwin |
| Martin Marshall |
| Lisa Bell  |
| Wade Andrew Lowther  |
| Alison Goldsworthy  |
| Charlotte Sidaway |
| Charlie Marillier  |
| Al mansell Rowe  |
| Rob Hill |
| Miriam Weber |
| Romulo Nascimento  |
| Rosemary White |
| Amy McCarthy |
| Mani Owugha |
| Rudi Norris |
| Thomas Morgan |
| Sophie Newby-Deane |
| Kirsty Russell  |
| Tara Waterhouse |
| James kemmery  |
| Jack barber  |
| Katie Tatum  |
| George Seeger  |
| Alex Macaulay |
| Owen Hubbard |
| Craig Wilkins |
| Sara Bradley |
| Mark Henkelis |
| Matthew Hart |
| Nigel Gillis |
| Lisa Grant  |
| Becka Colley-Foster |
|  Raig Coggle |
| Jacqui Hudson  |
| Christina McDermott |
| Rebecca Coggle |
| Daniel Lee |
| Simon Beer |
| Catherine Shamel |
| Caroline Buckle |
| Isabel Dowling |
| Jacqueline wade  |
| Eden Scantlebury-Watson |
| Josh Inman |
| Josh Bell |
| Graeme Reid |
| Stephanie Roderick |
| Sadie blake  |
| Charlie Cambridge |
| jake cazin-meyer |
| Mandy bawden  |
| Meg Robertson  |
| Lottie Hall |
| Bryn Evans |
| Lee copp |
| Abbie Marshall  |
| Richard Parker  |
| Marlon Allan Lorencetti |
| Richard Mullan |
| Ben Passmore |
| Pamela Jackson  |
| Lawrence J Farcombe |
| Maureen Gordon  |
| Margaret Hasler |
| CAROLE SPRINGETT |
| Yaron Bernstein |
| Farzana Ahmed |
| Elizabeth Young  |
| Kerry Lindsay |
| Philip Frost |
| Denise galbraith  |
| Paul Marsh |
| Edward butcher |
| Nimrod Avissar  |
| Jacob Harding |
| Carole O'Neil |
| Jamie Redden |
| Jim Shedden |
| Stuart Ashton |
| Amanda Mcgovern  |
| Samuel Tilby |
| Nasreen Ahmed Brooker |
| Jolawn Victor |
| Nick Michalopoulos |
| Neil Simpson |
| Jack Veitch |
| Isi Avbulimen |
| Gary Sawers |

**Appendix 3 – EGM & AGM Full Motion wording:**

**EGM Motion 6.1:**

A Committee, appointed by the Board, shall immediately commence a wholesale review of the current British Powerlifting Articles of Association and Bylaws to include, but is not limited to, the following: -

Structure of the current Executive Board and its sub-committees, to include the length of terms;
- Governance, policies and procedures;
- Financial controls and expenses policies and procedures;
- Conflict of interest measures, policies and procedures;
- Processes and procedures pertaining to record keeping, the accuracy of the same and timescales for publication and availability for inspection of such records, and;
- The implementation of decisions made by the Board and / or its sub-committees that have a material impact on the membership.

It is clear there are material gaps and issues to be addressed in order to bring British Powerlifting’s governance and policy documents in line with the expectations of a National Governing Body.

This motion acknowledges the need to carry out that review, and for updates to be made as part of that process rather than piecemeal to minimise confusion and disruption.

The above points are deliberately broad to enable full flexibility of the Committee’s review and recommendations, whilst ensuring the issues previously raised through the AGM motion mechanism are noted.

The membership shall be kept updated and input invited at the relevant junctures, with the final project to be delivered by no later than Q2 2026.

Accordingly, the following motions submitted and accepted ahead of the 2025 AGM (and stood for the adjourned 2025 AGM) are hereby withdrawn: -

13.6
13.7
13.8
13.9
13.10
13.11
13.12
13.13
13.14

**AGM Motions:**

**AGM 𝗠𝗼𝘁𝗶𝗼𝗻 𝟏𝟑.𝟏:**

**𝗬𝗮𝗿𝗼𝗻 𝗕𝗲𝗿𝗻𝘀𝘁𝗲𝗶𝗻 𝗮𝗻𝗱 𝗔𝗺𝗶𝗻𝗮 𝗕𝘂𝘅: 𝗥𝗲𝗳𝗲𝗿𝗲𝗲𝘀 𝘀𝗵𝗼𝘂𝗹𝗱 𝗯𝗲 𝗰𝗼𝗺𝗽𝗲𝗻𝘀𝗮𝘁𝗲𝗱 𝗮𝘁 𝗹𝗲𝗮𝘀𝘁 𝗶𝗻 𝗹𝗶𝗻𝗲 𝘄𝗶𝘁𝗵 𝗼𝘁𝗵𝗲𝗿 𝘃𝗼𝗹𝘂𝗻𝘁𝗲𝗲𝗿𝘀 𝗮𝘁 𝗻𝗮𝘁𝗶𝗼𝗻𝗮𝗹-𝗹𝗲𝘃𝗲𝗹 𝗰𝗼𝗺𝗽𝗲𝘁𝗶𝘁𝗶𝗼𝗻𝘀.**

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. This has been calculated to match BP's current referee and volunteer budget with figures and assumptions identical to those used by BP for their budget calculations to ensure minimal financial strain on BP finances, allowing for rapid implementation.

**AGM Motion 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.**

This motion was brought to my attention by a friend who has regularly attended and commentated 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.

**AGM Motion 13.3:**

**𝗥𝗶𝗰𝗵𝗮𝗿𝗱 𝗣𝗮𝗿𝗸𝗲𝗿 & 𝗝𝗼𝘆 𝗡𝗻𝗮𝗺𝗮𝗻𝗶: 𝗧𝗵𝗮𝘁 𝗮𝗻 𝗶𝗻𝗱𝗲𝗽𝗲𝗻𝗱𝗲𝗻𝘁 𝗔𝗽𝗽𝗲𝗮𝗹 𝗣𝗮𝗻𝗲𝗹 𝗶𝘀 𝘀𝗲𝘁 𝘂𝗽 𝗰𝗼𝗺𝗽𝗿𝗼𝗺𝗶𝘀𝗶𝗻𝗴 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 be varies 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 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.

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:
Othe 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.

**AGM Motion 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.**

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, disproportionally 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.

**AGM Motion 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.

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 it’s effective implementation.