



GB Powerlifting Federation Ltd ANNUAL GENERAL MEETING

Sunday 22nd May 2022 11.00hrs at

MOULTON COLLEGE GATE 4, THORPE CENTRE

**ALL REGISTERED MEMBERS ARE INVITED TO ATTEND AND MUST
SHOW THEIR 2022 MEMBERSHIP CARDS**

A G E N D A

1. Register of all voting members present.
2. Minutes of the 2021 AGM.
3. Matters arising.
4. Finance Report.
5. Agreement of budget for 2022.
6. Appointment and remuneration of accountants.
7. Chairman's Report.
8. Chief Executive Officer's Report.
9. Committee Reports:
 - 9.1. England
 - 9.2. Scotland
 - 9.3. Wales
 - 9.4. Northern Ireland
 - 9.5. Disciplinary Committee
 - 9.6. Athlete's Commission
 - 9.7. Law and Legislation Committee
 - 9.8. Medical Committee

10. Elections – none this year.

11. Notices of motion from the Board:

- 11.1. To accept the resignation of Tanya Bull as Director for Wales.
- 11.2. To accept the appointment of Thomas Morgan as Director for Wales.

12. Notice of Motion from members:

12.1. From Carole O'Neil YNE

12.1.1. Request a formal written commitment from British Powerlifting that any requests for divisions to host national competitions are made formally through the elected executive teams of those divisions. Record that, where the request is not made through these elected channels, the divisions have no obligation to provide support for the event (including by providing referees, platform crews and/or table staff).

12.1.2. Consider offering financial compensation to divisions which agree to host national competitions, to cover costs associated with providing the venue, table staff, platform crews and set-up / tear-down teams.

12.2. From Kevin Jane - Qualifying totals for British Equipped championships and British Equipped bench press championships from 2023 to be raised to match that of Classic championships and Classic bench press championships where totals are currently lower.

12.3. From Craig Wilkins – classic qualifying totals for 2023 to be follows:

1. 2023 University qualifying totals to be 97.5% of the 2021 Junior qualifying totals.
2. 2023 Sub Junior male and Junior male and female qualifying totals to be increased by 5%, rounded down to nearest 2.5kg.
3. 2023 Open, M1 and M2 qualifying totals to be increased by 2.5%, rounded down to nearest 2.5kg.
4. 2023 Sub Junior, Junior, Open, M1 and M2 bench press qualifying totals to be increased by 15% or minimum of 2.5kg increase, rounded down to nearest 2.5kg (in real terms 2.5kg-7.5kg for women and 7.5kg-22.5kg for men).
5. No change for sub-junior women.

- 12.4. From James Brincat-Smith – Reduce all female Sjn QT's by 10% with immediate effect.

Reason

Current QT's are simply unachievable for the bulk of girls in this age group, as evidenced by the last two years of British jnr champs (7 in 2021 / 14 in 2022). With the 2022 gender ratio of around 2:1 male to female (2280 male / 1095 female) and a sjn membership of 253 gives us around 169 boys and 84 girls. The 2022 Eleiko Jnr classic has 80 Sjn boys entered (47% of membership) and 14 girls (17% of membership)

We are dealing with an age group who are still physically maturing, and the current QT's are acting as a barrier to be able to include them in our national championships. To be an inclusive federation we must look at ways of getting more girls into our sport. Research shows that sport for girls is an effective tool for reducing stress and depression, and gives them higher self-esteem. We as a federation should be helping our next generation, and I believe that having a greater representation through reducing National level QT's will be a step towards this.

- 12.5. From Betty Gray - I would like to propose a motion that the British Powerlifting executive committee approach the executive committees of both the EPF and IPF with regard to the future organisation of international Masters Championships.

Reason

1. At the European Championships held in Lithuania this March, there was no commentary provided for the women's M3 & M4 flight which opened the Championships. There was no commentary for the competition or for the awards ceremony on completion. However, after the opening ceremony all further flights did have commentary and awards ceremonies as we would expect.

The athletes competing had paid their entrance and drug testing fees to enable them to compete and to represent their country. These athletes had families and friends back home who wished to watch them compete and to share in the occasion. There were athletes back home who also wished to watch to support their teammates in their endeavours and to enjoy the competition.

It was very disappointing to watch the competition in silence and even more so to see a silent awards ceremony with no national anthems, etc. I am sure you will agree that the message this sends out to the athletes and their supporters is not a good one, and makes athletes feel that neither they nor their supporters are valued.

2. The women's M3 & M4 flight continues to be scheduled to be completed before the official opening ceremony, for both the European and World championship events.

This is not only unfair, non-inclusive and discriminatory, but must surely raise questions into the validity of records lifted, and the crowning of champions before the opening ceremony has taken place.

This may be how it has always been, but perhaps with an eye to the future it is something that should be considered for change.

Both the EPF and IPF wants our sport to be recognised by the Olympic Committee at some future date. They need to prove that they are worthy of this recognition by showing that they are inclusive, believe in equality and that they do not discriminate against any of their athletes.

The Olympic Games would never have events starting before its athletes have celebrated the Opening Ceremony, and this is something that should not be seen as acceptable by our international bodies.

- 12.6. From Gigi Nicolson - Include the option for members to disclose a disability when entering divisional and national-level competitions with the view that organisers should provide reasonable adjustments, accommodating lifters within current IPF rules by 2023. We would recommend that event organisers provide adequate accessibility information for venues across all levels of competitions by 2023.

REASON

According to the DWP Family Resources Survey 2019-2020 there are 11.5 million disabled people in England, accounting for 21% of the total population. In the Activity Alliance, Annual Disability and Activity Survey 2020-2022, 78% of those surveyed said they would like to be more active. In order to widen participation in the sport across all levels, there needs to be adequate support in place for disabled athletes. British Powerlifting's own Equality and Diversity Policy includes a legal obligation to comply with the Equality Act 2010 which includes making reasonable adjustments. By disclosing a disability when entering a competition, one would simply be making event organisers aware that they may require reasonable adjustments, whilst adhering to the IPF rules. It would be the responsibility of the lifter or their coach to contact the event organiser with possible adjustments and then the responsibility of the organiser to accommodate. Examples of these could be providing a designated quiet space away from other competitors, allowing a lifter not to participate in awards, early access for familiarisation, and asking the crowd for silence during a lift. These should be requested in a timely manner. An example of such interaction could be: Hi, I'm competing at this competition, but I've not been to the venue before, would it be possible to come along before competing to familiarise myself? And a response of 'we are setting up the venue the day before at this time, you are welcome to come then and someone will show you around'. It should be noted that requesting a private warm-up space would be unrealistic

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for event organisers to provide due to space and equipment availability. In order to increase accessibility at competitions, it would be recommended to organisers that they provide sufficient information about the venue's geographical location, e.g. what3words, parking, any mobility issues that the venue may have and where possible a rough layout of the venue- warm-up area/toilets/weigh-in room location etc. We believe these kinds of minor accommodations would benefit all athletes and aid the overall organisation of competitions, whilst also increasing opportunities for lifters with unique needs and circumstances.

12.7. From Bryn Evans, Kim Cowell, Arun Singh, Emma Goodwin - Reinstate the paragraph in the disciplinary procedure:

10.9. The Complaint Form at Schedule 1 shall be used to lodge any complaint or grievance and sent to Chairman British Powerlifting Disciplinary Committee, email disciplinary@britishpowerlifting.org

Change:

4.1. All complaints shall be made directly to the CEO/Chairman by the complainant providing a completed Initial Complaint Form (as contained at Appendix 1). Provided the complaints procedure has been complied with, this shall be sent to the Chair of the DC without any further investigation. If not, it shall be returned to the complainant with an explanation for its non-acceptance.

to

4.1. All Complaints should be made directly to the DC by a Complainant providing a completed Initial Complaint Form (as contained at Appendix 1) to the DC at the email address contained on the BP website (disciplinary@britishpowerlifting.org at the date of this policy). Any Complaint pursuant to this document received by BP or the Board, must be referred to the DC without any additional investigation.

Reason

This procedure was amended by the board in January 2022, it is the majority view of the Disciplinary panel that this change is unacceptable. The Disciplinary Panel is responsible for determining whether a complaint should be processed. In an era where other organisations are increasing the transparency of their procedures in the light of institutional cover-ups it is a retrograde step to change ours to make a single person the arbiter of whether a complaint is valid.

12.8. From Bryn Evans, Kim Cowell - Board Meeting minutes, including all historic minutes, to be published on the British Powerlifting website within 7 days of any meeting.

Reason:

This offers insight and transparency to the membership as to matters being discussed and decided upon by the Board, particularly where material changes are made to Policy, the By Laws and / or Articles of Association.

12.9. From Bryn Evans, Kim Cowell - The Board shall publish, by no later than 3 months following the AGM, their plan encompassing the future for British Powerlifting in light of the recent awarding of NGB status. The report should detail the implications of the status, all / any recommendations made during the process of the Application, and the intentions for securing funding as a result of it.

Reason

It is not currently clear what the Board's intentions are, and it is clear, from considering the guidance cited below, that material changes would need to be made to the Constitution in order to bring British Powerlifting in line with the most basic Tier of Sport England Governance enabling eligibility for public funding. Tier 1 requirements: https://www.sportengland.org/campaigns-and-our-work/code-sportsgovernance?section=tier_1_-_requirements_with_guidance

12.10. From Bryn Evans, Kim Cowell – With Motion 12.9 in mind, it is proposed that the Constitution is brought in line with those requirements under Tier 1 of Sport England's Governance, and implemented, by no later than the next AGM. This must incorporate all 8 requirements and sub requirements of Tier 1 with a timebound plan to work towards Tier 2.

Reason

This will serve to maximise the position of British Powerlifting, its future and increase the chances of funding.

12.11. From Bryn Evans, Kim Cowell - The Board to create and maintain a 'Lessons Learned' register, with the NGB recognition process as a starting point. This should be a living document which is updated at least quarterly

Reason

If documented and disseminated properly, lessons learned provide a powerful method of sharing ideas for improving work processes, competitions, events, quality, safety, and cost effectiveness, etc. It would serve to improve management decision making and organisational performance through every phase of a project. It helps to capture important organisational knowledge from current activities and embed them as documented evidence to refer to, rather than the unreliability of anecdotal recollection.

- 12.12. James Brincat-Smith - A Mandatory presence of a Safeguarding Officer at all sanctioned BP events. DSL to be present at all national events with immediate effect and divisions given until 2023 to recruit their own DSL with a clear drawn-out procedure for them to follow, in line with our Safeguarding policy and National guidelines.

Reason

Whilst BP has a very robust and satisfactory Safeguarding Policy, it is not proactive in its safeguarding presence. In a world where the safeguarding of both jnr athletes and venerable adults is becoming more paramount I am of the opinion that a mere Policy is not satisfactory. Having a Designated Safeguarding Lead at events will quicken the handling of any issues that occur on the ground, give athletes a point of contact which will decrease the amount of unreported incidents. Given training is easy to access via many online courses, it is an easy step for divisions to take, and will increase the visibility of access to support from persons who are trained and able to make assessments and take action early. A Standard expected by most sporting organisations involved with young people and potentially venerable adults.

Sport England require organisations at Tier 1 level to “cascade, implement and promote good governance standards – including with respect to diversity and inclusion – throughout the organisation’s wider operations, for instance their internal structures and at regional and county level (Req. 4.1)”

- 12.13 James Brincat-Smith - The Appointment of a Welfare and Safety Lead Director on the board of British Powerlifting by 2023, who’s role will be a point of contact for National and Divisional DSL’s, maintain and review our Safeguarding Policy and foster relations with Mental Health organisations, in an effort to assist the physical and mental wellbeing of our Membership. Work with sport England to source funding for Level 2 and 3 safeguarding training and Enhanced DBS checks for all British Powerlifting referees and Volunteers where necessary.

Reason

Sport England require the following for NGB’s Boards will be required to appoint a Welfare and Safety lead Director on their Boards in response to heightened concerns around welfare and safety in sport and physical activity, (Req. 4.7); cascade, implement and promote good governance standards – including with respect to diversity and inclusion – throughout the organisation’s wider operations, for instance their internal structures and at regional and county level (Req. 4.1); and factor the impact on stakeholders, the environment and wider

society into their decisions and the actions implemented by their organisation (Req. 5.2).

As the event organiser for the Eleiko Junior classic championship this year I managed to team up with a National Mental Health charity - Shaw Mind, who helped provide extra support for our athletes at the championship. The feedback thus far from the membership is astounding and a welcomed step forward for our organisation. Funding for this was sourced through the charity via Sport England, enhanced DBS and Mental Health training was given to our volunteers at no cost to British Powerlifting or the volunteers, a massive value added for our membership.

NOTES:

- a) Voting by Proxy may be made in accordance with the Articles and Procedure for Voting by Proxy.
- b) A presentation will be made at the end of the meeting to attending members elected to the British Powerlifting Hall of Fame for 2021.
- c) For catering purposes, it would be appreciated if members could inform the CEO at richard.parker@britishpowerlifting.org if they are attending.