

# British Weight Lifter's Association

## Executive Summary of Modernisation progress

### January 2006

#### 1. Purpose of the report

To inform on the progress made with the modernisation project.

#### 2. The Project

The project covers two key areas. Those being:

- A. The integration into one NGB of all the Division Associations and a decision as to how best to resolve the management/membership and financial reconciliation.
- B. The integration of Home Country Governing Bodies and Disability Associations into a coherent GB structure

#### 3. Process undertaken

Full consultation has been undertaken to ensure that the sport can fully input into the process. The process was as follows:

ACTION REQUIRED	LINK THE ACTIONS TO THE OUTCOMES
1.1 Division and other non-national associations consultation/planning/shaping sessions (2) 1.2 Home Country consultation/planning conference – action meetings following these sessions (3+) This will include discussions and proposals for membership funding, and central administrative support. 1.3 Consultation/Planning sessions with disability associations (3)	1.1 Outcome a) 1.2 Outcome b) 1.3 Outcome b)
2.1 Propose structure and constitutional changes for Divisions/Regions – agreeing conference 2.2 Conference to agree UK and Home Country structures 2.3 Proposals for integration of all disability associations and other associations into one body	2.1 Outcome a) 2.2 Outcome b) 2.3 Outcome b)
3.1 Agreement of proposals at AGM /EGM and formation of new regional bodies with further implementation plan 3.2 Agreement at AGM and Home Country AGMs of new structure with further implementation plan	4.1 Outcome a) 4.2 Outcome b)
4.1 Training and co-ordination of the new Executive Board to identify roles and responsibilities using the Modern Sport model – “Springboard weekend” 4.2 Consolidation of these roles and responsibilities into a Directors Handbook 4.3 Construction of new Memorandum and Articles of Association for National body and standard constitution for the new regions	4.1 Outcome a) 4.2 Outcome a) 4.3 Outcome a) and b)

## 4. Recommendations:

Following the consultation a series of recommendations were made these were considered by the AGM in May 2005 decided to accept a number of these with slight modifications (agreements in red)

### Recommendation One:

That following the structural changes BWLA review its image and name.

**AGM Decision: Accepted although seen as low priority**

### Recommendation two:

That the roles and responsibilities are agreed for the British and Home Country bodies

**AGM Decision: Accepted**

### Recommendation three:

3.1 That only British teams enter World and European competition until significant number of athletes are able to perform at this level

3.2 Programmes are developed and the responsibility of each Home Country for the Commonwealth Games administered through each Home Country but relating to the GB Programme funded through UK Sport

**AGM Decision: Accepted**

### Recommendation four:

4.1 The Sport at a UK level is re-structured as follows:

4.2 An Executive Board made up of a Membership of 7 with a Representative from Each Home Country (4) and three further non-Executive members included independent Chairman.

4.3 We recommend that the non-executive Directors should come from outside of the sport including the legal and finance profession and also from the private sector for example the private fitness sector.

4.4 This body will have direct responsibility for Ethics, discipline and finance. This body will be supported by three committees one for each of the three disciplines of Weightlifting, Powerlifting and Disability lifting. Each of these bodies would have membership from each of the Home Countries. In turn these bodies would have sub-committees to deal with Technical matters, Competition, Performance and Broadening participation.

4.5 That Terms of reference are agreed for each level of the new structure

4.6 That levels of competence are applied to the BWLA Board

**AGM Decision: Accepted the need for a Board (of 7) however this should be completely competence based and not "one country one member"**

### Recommendation five:

That an English only committee is formed that develops an implementation plan with the aim to form an English Only Lifting Association.

**AGM Decision: Accepted but only to extend to an English only Committee**

### Recommendation six

That the English Divisions should align with Sport England regions with the exception of Yorkshire and Northern which shall stay as one.

**AGM Decision: Accepted but this to be carried out in consultation with the appropriate Divisions and counties**

### Recommendation seven:

That a devolved membership scheme is developed with standards for Divisions and Home Countries

- Convert to a specialist membership database for the UK
- Arrange service level agreements with each of the Home Countries regarding membership services

**AGM Decision: Accepted – an Service Level Agreement to be drawn up between BWLA – Home Countries and Divisions**

**Recommendation eight:**

That clarity is given to the services provided by the membership programme

- Membership should embrace Weightlifting, Power lifting, Disability Lifting and WEIGHT TRAINING

**AGM Decision: Accepted**

**Recommendation nine:**

That each of the Governing bodies, following the implementation of change from this project, should action the development of a long term plan that aims to improve club, competition and international performance.

**AGM Decision: Accepted**

## **5. Action following the AGM**

### **1. Board appointments**

The Governing Council was consulted about the appointment process for the new Executive Board and this process was undertaken in the Autumn resulting in 7 applications. A selection process was entered into involving independent people as well as people from the sport.

The New Board (subject to Articles changes) will meet in late January to consider the next stages of the Governance development.

### **2. Article changes**

The Governing Council agreed that the key principles were to implement the Board and appropriate article changes. The Governing Council agreed on November 19<sup>th</sup> to progress to make the appropriate Articles changes via an EGM in January 2006.

The Governing Council were consulted on the revised Articles and these are presented to the EGM on January 14<sup>th</sup> 2006.

### **3. Service Level Agreements with Home Countries**

A draft service level agreement based on issues related to the Governance, development and performance of the sport has been drafted and Home Countries have been consulted. Further consultation will be held with Home Country Sports Councils prior to a joint meeting with the Home Countries.

## **6. Conclusions**

The progress identified above has enabled the project to progress through the stages as identified in section 3 of the process. A number of issues still need to be resolved by the new Executive Board and Governing Council. However the progress made so far has enabled the project to progress through the first three stages of the project.

The changes effected so far and the proposed articles changes will enable the project to move into the forth and final stage.

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