

CONSTITUTION

of the

**NORTHERN IRELAND
POWERLIFTING FEDERATION**



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1. Objective

- 1.1 The objective of the NIPF is to promote and organise the sport of powerlifting and support general power development across Northern Ireland. Part of this duty is to stimulate cooperation between the members and to represent the federation in national and international bodies.
- 1.2 The work shall have a character of voluntariness, loyalty and equivalency. All sport activity shall be based on fellowship, health and honesty.

2 Organisation

- 2.1 Northern Ireland Powerlifting Federation (hereafter NIPF) is recognised as the governing body for powerlifting in the geographic region known as Northern Ireland.
- 2.2 Northern Ireland is a Home Nation of British Powerlifting, and works under auspices of the European Powerlifting Federation and International Powerlifting Federation.
- 2.3 The NIPF represents a Home Nation Member of GB Powerlifting Federation Limited (company number 06625045, trading as British Powerlifting and as defined within the GB Powerlifting Federation Articles of Association). The NIPF agrees to at all times act in accordance with the Articles of Association (including the furtherance of those objects), the By-Laws and any requests of the Board of GB Powerlifting Ltd (the “British Powerlifting Member Laws”).
- 2.4 For avoidance of doubt, should this Constitution or any other by-law or direction of the NIPF conflict with any British Powerlifting Member Laws, those laws shall be the prevailing position
- 2.5 NIPF follows and accepts the anti-doping rules as specified by WADA.
- 2.6 Powerlifting is practised in accordance with the IPF Technical Rules.

3 Duties and competence

- 3.1 The NIPF shall develop activities, organisations and good economic systems to meet requirements from the members, the National umbrella sport federation, the Government and International sport federations.
- 3.2 Education, training and the opportunity to build experience of elected people, serving in the Executive or Committees, is an important part of the duties.

4 Membership

- 4.1 All drug free lifters within clubs/teams practising powerlifting or weight training and recognised by the Community or local sport authorities have the right to become a member of NIPF.

- 4.2 All members accepted by the NIPF have an obligation to comply with the rules of the British Powerlifting, European Powerlifting Federation and the International Powerlifting Federation.
- 4.3 In order to set records a lifter must be a current member of the NIPF/British Powerlifting and hold a valid membership card.
- 4.4 Entrants must be born or currently resident in NI, and remain resident for 6+ months per calendar year which can be proven upon request.
- 4.5 Due to the unique political agreements in place within Ireland, and in support of free lifter choice, the NIPF will accept membership requests from entrants who currently hold active Irish Powerlifting Federation membership.
- 4.6 Entrants must not be actively representing or have represented another country in the time period as allocated by International Powerlifting.
- 4.7 Entrants will be logged as NIPF/BP members and have the rights afforded as such in terms of team selection, competition entry and record setting.

5 Subscriptions

- 5.1 The National Congress decides about the subscription and fees during the Annual General Meeting held once per year. Unpaid subscriptions and fees result in loss of votes and rights at the Congress.
- 5.2 The Executive members may suspend members that owe subscription or fees for more than 1 year.
- 5.3 A percentage of each NIPF subscription will be paid to the National Governing Body (British Powerlifting), at not more than quarterly intervals during the calendar year.

6 Economic compensations for honorary posts

- 6.1 Elected people in the Executive and Non-Executive teams may receive a reasonable compensation for their work and documented expenses.
- 6.2 Such compensations shall be approved by at least 1 Executive member and will be included in the budget and the annual accounts for the NIPF.
- 6.3 Reasonable expenses will be reimbursed upon receipt of adequate source documentation.

7 Inability

- 7.1 A person employed by the NIPF can not simultaneously hold an honorary post in the federation.

8 **Disciplinary cases**

- 8.1 A disciplinary committee shall be entrusted with the examination and decision of disciplinary cases.
- 8.2 Any disciplinary action will be undertaken using the guidelines as defined by the relevant committees in British Powerlifting.
- 8.3 Disciplinary assessment and action of the NIPF will be escalated to British Powerlifting for input and/or final decision as appropriate.

9 **The National Congress**

- 9.1 **Annual:**
The National Congress is the supreme governing body of the NIPF. The Congress shall meet annually at the end of each calendar year ie at an appropriate date in Quarter 4 of the calendar year.
- 9.2 **Notice:**
The Executive shall notify the members a minimum of 6 weeks ahead of the Annual Congress.
- 9.3 Proposals and amendments must be received by the Executive latest 4 weeks prior to the Annual Congress.
- 9.4 A complete agenda must be sent to all members latest 2 weeks prior to the Congress.
- 9.5 **Votes:**
At the Congress, a quorum will consist of the authorised delegates present. No delegate shall have more than one vote as they can not carry votes for persons not present at the Congress.
- 9.6 **Law changes:**
Proposals to change the law of NIPF can only be examined if included in the Agenda distributed to all members and requires a majority by the delegates present to be accepted.
- 9.7 All accepted proposals will be in power from the first day after the Congress if not otherwise stated.

10 **Congress representation**

- 10.1 Any NIPF member with a valid and current membership card will be able to vote.

11 **The power of the Congress**

- 11.1 The duties of the Congress are:
 - 11.1.1 The delegates elect one person to preside at the meeting, one secretary to

- record the meeting and two persons to sign the secretary protocol.
- 11.1.2 Roll call of delegates.
- 11.1.3 To accept the Agenda
- 11.1.4 To examine the Executive report.
- 11.1.5 To examine the Treasurers report.
- 11.1.6 To examine proposals and amendments.
- 11.1.7 Decide about membership fees and other fees.
- 11.1.8 To examine the budget

- 11.2 Election of Executive Team:
 - 11.2.1 Chief Executive Officer
 - 11.2.2 Finance Director
 - 11.2.3 Operations Director

- 11.3 Election of the Non-Executive Team:
 - 11.3.1 Memberships Manager
 - 11.3.2 Records Manager
 - 11.3.3 Competition Manager
 - 11.3.4 Team Manager
 - 11.3.5 Technical Manager
 - 11.3.6 Anti-Doping Manager
 - 11.3.7 Finance Manager
 - 11.3.8 Safeguarding Officer
 - 11.3.9 Sub-Committees and support officers where appropriate.

- 11.4 One person may take on several Non-Exec roles where it is required and makes administrative/efficiency sense to do so.

- 11.5 NIPF adheres to current Equal Opportunities legislation within Northern Ireland and will make every effort to have equality in the committee structure.

- 12 **Order of votes at the Congress**
 - 12.1 If not otherwise decided, a proposal is accepted by a majority of votes.

 - 12.2 Election of candidates shall be in writing if there is more than one candidate for a duty.
 - 12.2.1 If there are more candidates but no one gain majority, a new election between the two candidates with most votes shall take place. In case two candidates gain equal number of votes, a draw shall be made to decide which one shall be elected.

- 13 **Extraordinary Congress**
 - 13.1 Extraordinary Congress may be called by the Executive with at least 14 days notice if:
 - 13.1.1 Required by a superior Sport organisation or the Government or National umbrella organisation.

- 13.1.2 Decided by the Congress.
- 13.1.3 Decided by the Executive.
- 13.1.4 Required by at least 25% of the members.
- 13.1.5 The number of committee members falls below minimum working requirement of the three elected Executive Team members (i.e. CEO, Finance Director and Operations Director) and three elected Non-Executive team members. In this case, a full committee revote is automatically required.

13.2 An Extraordinary Congress shall only deal with cases included in the agenda when called.

14 **Powers of the Executive**

14.1 The Executive team will:

- 14.1.1 Be the governing body of the NIPF between Congresses.
- 14.1.2 Carry out decisions made by the Congress.
- 14.1.3 Carry out daily management of the federation, represent the federation and practise skilled authority.
- 14.1.4 Appoint members in committees others that elected by the Congress and work out guidelines for such committees.
- 14.1.5 Maintain running control of the expenditures of the NIPF, in accordance with the budget approved by the Congress.
- 14.1.6 An executive meeting will be held quarterly at a minimum.
- 14.1.7 Additionally an Executive Meeting may be called by any of the Exec Team.
- 14.1.8 A quorum is formed if a majority of the Executive members are present.
- 14.1.9 Decisions are made by a majority vote of the Executive members present.
- 14.1.10 In case of an equality of the votes, the vote of the CEO is determining.

15 **Committee Structure and job roles**

15.1 The Executive and Non-Executive team need to be voted in each year and therefore we encourage all interest ahead of time.

15.2 The Positions for the NIPF Executive Team are as follows:

- 15.2.1 CEO:
Leads the NIPF and committee, setting the branding, culture and strategy for the following year. Is usually the NIPF Director sitting on British Powerlifting Board of Directors. Offers casting vote when Exec and Non- Exec team hasn't

a clear majority.

- 15.2.2 Finance Director:
Maintains the accounts, defines/monitors budgets and is central to grant/sponsorship applications and followup. Maintains Debtor and Creditor lists, ensuring payment as per instructions. Independent liaison with Antidoping Manager to discuss budget requirements and allocation for the coming year.
 - 15.2.3 Operations Director:
Delivers competitions and works with the Non-Exec team to continuously improve the lifter/coach/spectator experience. Supports team selection strategy and national/international team logistics. Maintains inventory of NIPF assets and partner contracts for use of such assets.
 - 15.2.4 No individual with a vested interest can hold a position on the Executive Team. This includes, but is not limited to, full time coaches, gym owners and equipment manufacturers. However, these individuals are encouraged to apply for roles on the Non-Executive Team.
- 15.3 The positions in the NIPF Non-Executive Team are as follows:
- 15.3.1 Memberships Manager:
Maintain a list of memberships current in each calendar year. Maintain relationships with BP and ensure relevant membership monies are sent to BP on a quarterly basis. Respond to relevant queries and update website/social media with information as needed.
 - 15.3.2 Records Manager:
Maintain a listing of SubJunior, Junior, Open and Masters records in line with British Powerlifting standard definitions. Ensure historical records are maintained in case need to remove current records eg in response to a positive drugs test. Maintain relationships with BP and ensure relevant competition results are shared. Respond to relevant queries and update website/social media with information as needed.
 - 15.3.3 Competition Manager:
Coordinate each NIPF competition including venue, setup/teardown, paperwork, software and support eg loaders. Maintain relationships with BP and ensure standards are maintained. Respond to relevant queries and update website/social media with information as needed.
 - 15.3.4 Team Manager:
Team and lifter development to ensure NIPF has a sustainable delivery of motivated and knowledgeable lifters across both genders in competition. Select NI squad and Team Captain. Maintain relationships with BP and ensure relevant coaching courses are made available in NI. Respond to

relevant queries and update website/social media with information as needed.

15.3.5 Technical Manager

Must be a referee (preferably of National or International level). Maintain relationships with BP to ensure NIPF compliance with BP and IPF rules and regulations. Manages technical updates each year, liaises with NIPF referees to ensure common referee experience for lifters and facilitates exams in NIPF. Respond to relevant queries and update website/social media with information as needed.

15.3.6 Anti-Doping Manager

Independent role to committee and manages the antidoping education of lifters and coaches. Manages WADA testing schedule, budget and communicates with BP during resolution of issues. Maintain relationships with BP and ensure relevant antidoping information is shared. Respond to relevant queries and update website/social media with information as needed.

15.3.7 Finance Manager

Support Finance Director in delivery of budget and cashflow responsibilities. Maintain relationships with BP and ensure relevant credits/debts are sent to BP on a quarterly basis or as needed. Respond to relevant queries and update website/social media with information as needed.

15.3.8 Safeguarding Officer

The Safeguarding Officer is responsible for overseeing the correct implementation of good safeguarding practice across NIPF, in line with British Powerlifting Safeguarding Policy, and liaising with all parts of the Organisation to ensure a safe environment for all vulnerable lifters.

15.4 Each Manager is responsible for the setting and delivery of the objectives for that functional unit and can second in help/assistance as relevant when agreed with the Exec Team.

15.4.1 All assistants can attend committee meetings and give input, but can't vote on final decisions.

16 **Sub Committees**

16.1 The NIPF may need to elect non-permanent committees to support normal business or issue assessment/resolution.

16.1.1 Technical committee.

16.1.2 Disciplinary committee

16.1.3 Appeal committee

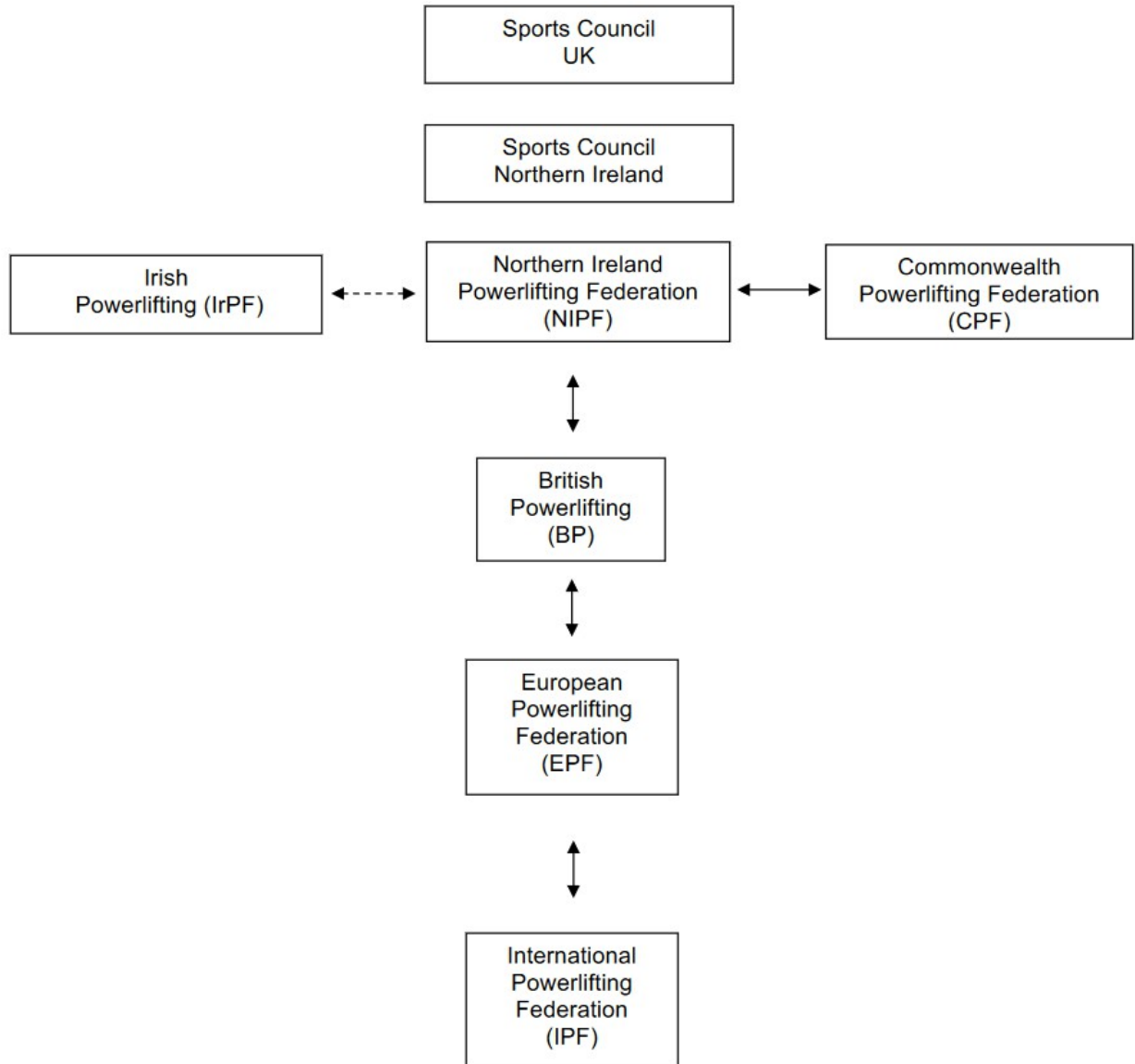
16.2 Technical Committee

- 16.2.1 The committee shall consist of 3 members of elected by the Executive.
- 16.2.2 The committee shall educate and instruct referees, organise referee clinics, and appoint referees at national championships.
- 16.2.3 The committee shall evaluate all new Constitutional proposals and amendments and state their conclusions to the Congress. Further, the duty is to update and maintain the Constitution and interpret the content if required.
- 16.3 **Disciplinary Committee**
 - 16.3.1 The Disciplinary Committee (DC) shall consist of 3 members elected by the Executive based on experience and impartiality.
 - 16.3.2 The DC shall be entrusted with the initial examination of disciplinary cases within the federation handed to them by the Executive.
 - 16.3.3 The DC shall collect all relevant information needed to assess a case according to the Constitution.
 - 16.3.4 Sensitive information shall be treated confidential within the parties involved.
 - 16.3.5 Collated information will be passed to British Powerlifting DC by the NIPF DC.
 - 16.3.6 Decisions will be made by British Powerlifting and communication mediated by the NIPF DC where relevant.
 - 16.3.7 Appeals will follow the British Powerlifting Policy
- 16.4 **Appeal Committee**
 - 16.4.1 The Appeal committee will be from the British Powerlifting NGB.
 - 16.4.2 They shall receive all documents relating to any appeal and within one month examine and investigate the matter and decide on an appropriate penalty.
 - 16.4.3 Appeal requests against a sanction by the Appeal Committee may be made to British Powerlifting for final decision. Such appeal must be lodged to the BP Executive within 1 month after the decision is made by the Appeal Committee.
- 17 **Constitutional changes**
 - 17.1 Constitutional changes are only possible at the ordinary Congress or at an extraordinary Congress.
 - 17.2 Such proposals must be included on the agenda when the Congress is called and require a majority of the delegates present.
- 18 **Dissolution**
 - 18.1 A proposal to dissolve the federation must first be discussed at an ordinary or

extraordinary Congress.

- 18.2 If a decision is made in favour of a dissolution by a majority, it will be considered as a final decision and the Executive Committee will undertake any actions applicable to fulfil the decision.
- 18.3 Any remaining equipment and/or funds of the NIPF shall come to a superior sport federation or to a charity organisation as decided by the Congress once all dissolution activities have been invoiced.

Attachment 1 – NIPF Structure



Attachment 2 – Policy Provision

The NIPF will follow all policies as set down by the National Governing Body of British Powerlifting.

ATTACHMENT 3: Mission Statement

NIPF has a simple goal – to deliver an exceptional lifter experience through providing a safe, inspiring and drug free environment, hosting top class competitions and providing national and international level team opportunities.

The NIPF offers strength athletes the opportunity to develop and compete in a drug tested environment.

The NIPF condemns the risks associated with the use of performance enhancing drugs. The list of banned substances supported by NIPF has been decided upon by WADA and IPF. The NIPF will pursue a policy of in- and out-of-competition drug testing finance permitting. Positive tests for banned substances will result in a ban from competition as per British Powerlifting policy with automatic loss of any previously set NIPF records or titles up to that point in time (subject to appeal). All lifters should regularly review the list of banned substances, and consult the federation regarding any supplements and prescribed medicines etc prior to use where possible.

All lifters agree to notify the NIPF immediately Therapeutic Use Exemption (TUE) is applicable with appropriate supporting medical documentation as per WADA and British Powerlifting process.