

October 2013 Board Meeting - Key Discussions and Decisions

This document provides an update of key discussions and decisions taken at the board meeting held on 29th October 2013:

Board Evaluation

- Some amendments are required to the Board Handbook to ensure it is pertinent to Judo. Board commented that the Handbook was a good record of everything that Board members needed to know.

Chairman's Report

- The Chairman had attended the World Championships in Rio in August and was disappointed in the results for the GB team. The Chairman was also pleased to report that UK Sport representatives had attended and liaised with senior EJU and IJF officials to gain a better understanding of the ranking system and the requirements and associated costs in order to train and develop elite players that can perform and succeed at world/international level.
- The Chairman was very proud that the IJF had incorporated George Kerr and Neil Adams into the IJF's Hall of Fame. The awards re-affirm that as a nation, Great Britain can still stand proud within the Judo world.
- The Chairman and Chief Executive had met with representatives of consultants engaged by UK Sport and Sport England to discuss the need for non-executive Directors on the BJA Board.
- The Chairman had attended the Heart of England competition and stated the standard of Judo was good.
- The Chairman had attended a training session at Camberley Judo Club prior to the European Championships.
- The Chairman had visited Priestly Smith Judo School for which VI Judo is one of their strongest sports. They are very happy to join the BJA's VI programme and the Chairman will re-visit with the Performance Director to pursue and discuss further.
- The Chairman had attended the Sainsbury Schools Games. This is a multi-sport event for talented athletes supported by the Department of Culture, Media and Sports which offers the opportunity to complete in an event similar to an Olympic/Paralympic event.
- The Chairman had discussed incorporating the national Ju Jitsu organization within British Judo and also PSA. This matter will be discussed further.
- The Chairman declared the Junior European Championships in Sarajevo a successful competition with Nekoda Davis winning Bronze and Katie-Jemima Yeats-Brown and Max Stewart each achieving 5th position.
- The Chairman attended Vale Judo Club to celebrate their 10th anniversary. This club is doing well in particular, by escalating juniors from grass roots level. They also have a programme for supporting coaches and coach development.
- A disciplinary incident occurred at a training session prior to the Europeans which had been dealt with under the Fast Appeals process.
- The Chairman attended a session at the Centre of Excellence in Walsall which was excellent. There was indeed commitment to the training programme, especially from juniors and cadets.
- The Chairman is pursuing the modernisation of JudoStore.
- The Chairman stated the 2013 Glasgow European Open was an excellent competition in terms of organisation and professionalism; BJA staff did an exceptional job for which the Chairman had thanked them. The organisation of the event demonstrated a real team spirit by staff and volunteers both at the fore and behind the scenes. The Performance Director explained that he had considered using the competition as a development event but had decided against including junior

players in view of the fact that the Junior World Championships was taking place only one week after and he did not want to risk injury to any of the junior players.

- Comment was made with regards to sponsorship for the event and the prominent sponsor boarding around the venue which added to the great atmosphere. Media coverage of this event was excellent.
- This event was also a successful in terms of results. GB achieved two gold, one silver, two bronze, three fifth placings and four seven placings, finishing top of the medals board.
- The Chairman was disappointed that the overall results at the Junior World Championships, Lubljana were again disappointing, however, Philip Awiti-Alcaraz and Jemima Duxberry both achieved 7th place and Becky Livesey achieved 5th place.
- The Chairman emphasised the need for clear, accurate communication and good relationships with the media. The Chief Executive stated that relationships with major media outlets were good and would be pursued. He also confirmed that the Communications Department was doing as much as was possible to promote Judo at every level.
- The Performance Director confirmed that there was a robust policy to deal with player discipline which would be implemented whenever and wherever necessary.
- The Performance Director highlighted the need for positive working relationships with personal coaches and the need to have a positive management system to work with them. He added that the Performance team and PMG were looking into ways to positively manage the involvement of personal coaches in order to get them to buy-in to the development and performance of elite players, this included self-funding trips. It was agreed that coach discipline should be addressed at grass-roots level and be re-affirmed throughout the coaching syllabus right up to elite coaching standard.
- The necessity for a robust liaison infrastructure between medical teams was to be agreed and implemented by all Home Countries which will be addressed by the Performance Director.
- The Performance Director stressed the need for better relationships with the Home Countries in terms of buying-in to the Performance programme and the Centre of Excellence. He emphasized that the programme is not just about England, it was a GB programme and wished for greater participation from the Home Countries and in particular, the transition for the juniors coming through. With the support of the Home Country representatives, he undertook to discuss this further, in detail, with Performance staff within the Home Country nations.

Chief Executive's Report

- The report for UK Sport's Mission 2016 was required by 7 November 2013.
- Personal Safety and Awareness would be piloted in a four hour introductory course
- The syllabus to accompany courses has been written on behalf of the BJA and it was highlighted the unique selling point the BJA has in that profits from the programme will be ploughed back into the sport for talent development.
- It was noted that membership figures have dropped slightly and the Chief Executive is conscious that the Association needs to achieve targets by December 2013. Positive feedback had been received with regard to staff 'phoning late renewals. It was noted that the main reason for non-renewal was that children were trying different sports and Judo was the sport they didn't continue.
- It was noted that some time ago, the Association had introduced a 'No license no Judo' regulation, therefore, it was imperative that members renew in order to maintain insurance.
- Destination Judo has established two hubs in the North East with just over 200 individuals in each hub and the hubs are now being brought into the BJA
- The Chief Executive is in discussions with potential sponsors
- The membership changes agreed at the August board meeting would be circulated along with a breakdown to show members where their membership fees are used
- A discussion regarding the potential of increasing funds for the BJA through various routes took place and it will continue to be a focus for the board

- The elections results for England Representative were circulated and the Board noted with disappointment the number of votes, ie out of the 639 clubs eligible to vote, 185 voted, 28.9%.

Strategic Panels and Commission

- Minor changes were required to the Panels/Commissions members listing. Details have been confirmed of who is on panels and action will now be taken to formally appoint Panel and Commission members. The reporting structure between Commissions, Panels and the Board would now be formalised.
- **Inclusion Commission:** It was noted that Dave Clark will stand down from the Inclusion Commission following the AGM in November 2013
- **Commercial and Funding:** A brainstorming meeting between the BJA, Panel members and external interested parties to discuss and pursue a commercial strategy.

Performance Management Group

- Nominations for APA Awards have been circulated with the policy for Performance and VI players. Nominations will be made to UK Sport; with VI nominations in January 2014.
- A World Championships de-briefing meeting took place on 17 September 2013 to scrutinise the preparation programme and performance.
- In relation to the Junior World Championships, Slovenia, the Performance Director stated that the three top nations in 2011 continued to be the three top nations in 2013: South Korea, Japan and Russia. They continue to maintain a high level of podium places. The five team event players were the GB highest ranked players.
- The Selection, Nomination and Fast Appeals Procedure had been agreed with valued input from Sara Hayes.
- The PMG will draft a policy for elite performance coaches which will address behavior.

Performance Review

- The Performance Director confirmed that the Performance team collates all training and competition data from all sessions and he presented and explained the current overview. He stated that there had been disappointing results and confirmed that going into the World Championships, GB had five world ranked players which ultimately affected the draw in terms of GB players meeting seeded players which makes for an unfavourable draw.
- The media day which took place at the World Championships training day had been well received. However, in future, any media activity would take place at the beginning of the final preparation camp leaving the rest of the time for uninterrupted preparation.
- The Performance Programme is continuously reviewed and updated following competitions and training sessions and includes the use of video analyses. The Performance Director stated that GB was succeeding in the current system but does need to catch up with other nations. The current system provides the mechanism to drive forward and achieve the objective of ensuring that GB gets back to top of tree.
- A free of charge open randori session would take place at the Centre of Excellence once a month on a Tuesday starting at 7.30 pm.

Finance and Operations

- A detailed six months budget reforecast has been undertaken
- The Chairman will work with JudoStore to update and refresh stock. It was noted that merchandise sales at the 2013 Glasgow European Open were impressive.

Events

- A working group was set up to review each BJA event. Competitions include the European Cup, National Team Championships, European Open, British Championships for Cadets, Pre-Cadets and Seniors, Schools Championships and the English Open. Recommendations will be made to Board.

Enhancing Delivery Strategic Panel

- Sport England Funding: There is a reduction of £4M which significantly impacts on work undertaken on initiatives with clubs.
- Current Membership: Total current membership was down, however, this is part of a trend and should improve.
- Renewals: Will shortly start coming in from members who joined the BJA after the 2012 London Olympics. It was noted that since the Olympics membership had increased by 10% and retention has increased to 65%.
- Student Voucher Scheme: This initiative has been successful the last three years and retains members. The initiative is running in 54 universities.
- Premier League 4 Sport: The structure for this initiative has changed however, the Association still gets the exposure and direct membership is circa 250.
- Satellite Club Development Programme: In order to be part of this initiative clubs need a mat area of 7m x 7m which would cost circa £2000 (as compared to balls, rackets and a net which is a lot cheaper for other sports). The Association is working with Sport England and County Sport Partnerships to achieve agreement to invest in the sport. Nine clubs are already taking part in a pilot.
- Club Marketing: The Association will launch an initiative to clubs in the next two to three weeks which provides for good quality marketing posters and material which can be personalized and printed up to promote that club.
- University Development Event: It was noted that Ilias Illiadis, double World Champion, would attend to present medals.

BJA 14+ Members

- 14+ Membership targets were discussed along with British Judo's current position and projections in relation to them.

Equality Training

- The Delivery Director undertook to circulate the equality training presentation to Board. As part of the Sport England and UK Sport grant award, an assessment must be completed.