

30 JUNE 2015 BOARD MEETING: KEY DISCUSSIONS AND DECISIONS

The President of the British Judo Association, George Kerr, attended this meeting of the Board.

EUROPEAN CHAMPIONSHIPS

Most elements of the action plan are now complete, however the settlement figure from the insurers is awaited. The sponsorship Agreement is settled. The working group will have one final meeting to sign off all actions and risks and report to Board at the next meeting. In terms of finances, all costs association with the European Championships have been included in the 2014/15 accounts.

Independent Review

Mark Palios confirmed that the Independent Review Group had met twice. The financial terms of the Review were discussed. Board members would be contacted by the Review team and would be asked about their understanding of the European Championships and events leading up to the withdrawal. It is likely that some Board members may be interviewed.

CHAIRMAN'S REPORT

- Launch of the 'Throw Yourself into Judo' campaign at the Budokwai; a great day with good media presence.
- Sport England meeting with four NGBs: cycling, gymnastics, taekwondo and judo to discuss working together with the ultimate aim of reducing costs.
- A short film has been released to social media in advance of the British Open which had been very well received. Congratulations were extended to Peter Blewett for his fine performance.
- Meeting with the BOA for GB Federations; delegates were made aware of the likely reduction in funding and the need for costs savings across all sports and the move to change lottery rules to fund specific projects. NGBs were also advised by Lord Coe with regard to the issue surrounding Marius Vizer's resignation as Head of SportAccord.
- **Judo Award in Memory of Roy Inman:** The Chairman, with the Chief Executive and many members of British Judo had attended the funeral of Roy Inman, OBE, 9th Dan. This was indeed a very sad loss and Roy will be sadly missed. It was suggested that an annual award be made in Roy's memory.
- **European Championships Results:** The results had been very disappointing; the Association had anticipated five medals and achieved only two top eight places. Many players lost their fights in the last 30 seconds; one decision had been overturned in favour of a Dutch player, noting that there was a Dutch referee involved in the decision. The need for GB referees was discussed, as it has been at previous Board meetings.
- **History of British Judo:** It was suggested that the Association should put together stories, histories and articles about. The Rewards and Recognition Commission will prepare Terms of Reference and form a working group of independent volunteers to be put to Board at the next meeting.
- **Relationship between BJA and IMMAF:** The Chairman, Chief Executive and Vice-Chair, attended the Grand Prix in Zagreb during which time the relationship between the BJA and EJU was discussed several times; it was made clear to the Chairman that the EJU President did not approve of his involvement with IMMAF. The meetings were nevertheless, productive and amiable. There was recognition between both parties that whereas the British Judo Association ensures that business is conducted in a formal and transparent way, the international associations prefer to continue to be informal.

RESIGNATION OF THE CHAIRMAN

The Chairman had had time to reflect on the EJU President's views and opinions and whilst he accepted these were personal and not those of the EJU, he understood the wider implications for British Judo and the repercussions that were likely to affect the Association as a whole. His role with IMMAF had been declared and he will become President on 2 July 2015. He stressed with passion and emotion his commitment to British Judo, his love of the sport over decades and his wish to continue to build and reinforce a British Judo Association for the future and although he felt that the roles with the BJA and

IMMAF were very manageable, he felt that the pressure applied by the EJU made it clear that they would not tolerate his involvement in IMMAF. Therefore, he had to acknowledge that British Judo may be penalised by its international partners and would suffer as a result. Therefore, the Chairman made the very difficult decision to step down as Chairman of the Association with effect from midnight on 30 June 2015. The Chairman added that the decision had not been made lightly; it was sad that in a democratic world senior figures in international sport appear to abuse their positions. He further added that he will continue to safeguard the values and integrity of both the BJA and IMMAF. He thanked Board members individually for their support over the last three years and particularly thanked the Chief Executive for his support and friendship.

The Board fully recognised the reasons for the Chairman to step down in such an honourable manner and acknowledged he had done this for the benefit of the Association in terms of their international involvement. The Board agreed that the Association had been very successful under the Chairmanship of Kerrith Brown; the Association was in a strange place after the 2012 London Olympic Games taking significant cuts in funding, restructuring, downsizing and a new management team. He had been fundamental in delivering a national Centre of Excellence, the fruits of which would be seen at the 2020 Tokyo Olympic Games. Board agreed that this was the Chairman's legacy and would benefit many, many players in the years to come and the Board offered their congratulations. The emotion shown by the Chairman demonstrated his passion for the sport and the Association for which the Board thanked him; the Chairman would always be a welcome friend.

The Chief Executive expressed his gratitude to the Chairman, he stated that it had been a privilege to work alongside him over the last three years. He added that the journey had travelled some distance under the Chairman's leadership, particularly in terms of forging very positive relationships with funding partners giving them confidence in the Association as a whole.

The Chairman thanked each and every Board member for their help and support over the last three years and was very proud of the Board's achievements. Board demonstrated their appreciation and thanks to the Chairman with a round of applause.

APPOINTMENT OF A BRITISH JUDO ASSOCIATION CHAIRMAN

Board AGREED that Ronnie Saez, as Vice-Chair, would be appointed as Chair until the election of the new Chair. The Chairman encouraged the Board to take a timely approach to appoint a new Chair taking account of UK Sport and Sport England views and perceptions. British Judo has previously been under scrutiny and although the Board has been successful in terms of governance, even being used as a model NGB, consistency and continuity was paramount. Board discussed the election of a Chair and agreed that this should be put to the membership at an early opportunity.

The President and Chairman left the meeting.

Ronnie Saez assumed the role of interim Chair of the British Judo Association.

The appointment of the Vice-Chair would be discussed at the next meeting.

CHIEF EXECUTIVE'S REPORT

Sport England:

- A number of meetings had taken place with regard to additional funding; a further meeting is scheduled.
- Additional funding has been allocated for HR consultancy help with restructuring the Association. The process is at the tender stage.
- The Association has requested additional funding from the 'facility pot' to help fund the relocation of Head Office to Walsall. A meeting with the University of Wolverhampton is scheduled to finalise the contribution they can make. The PR Officer post had already been moved to Walsall. Some Head Office staff will relocate but it is likely that not all will move. New facilities will include offices and a board room and the move will have a great impact in terms of synergy across departments and culture.

- **UK Sport:** Finances show a slight overspend on performance, however savings will be made at future competitions for elite athletes; financial predictions are always based on taking the maximum number of players to competitions.
- **VMost Strategy:** A strategy had been prepared for the Association as a whole and this process will drive future funding bids to funding partners.
- **Data Protection:** The draft audit summary had been circulated and an action plan will be prepared.
- **Sponsorship:**
 - The final contract had been received for PharmaNutricals; providing value in kind sponsorship. PharmaNutricals will also sponsor a weight category at the British Open.
 - The Association had received interest from a sponsor for the Essential Safety campaign and will be making a presentation in the next week or so.
- **British Open:** The Chief Executive encouraged Directors to drive the campaign to attract spectators to Wembley. To date there are 154 competitors; there had been no French or Spanish entries. The Chief Executive had followed up with EJU the non-entry of the French into the competition and had been assured that their entries would be forthcoming.
- **Social Media:** An action plan had been prepared following an extensive review.
- **Destination@BritishJudo:** Membership has passed the 750 mark and is growing well.
- **Commission Review:** Some Panels and Commission have yet to respond. The Chief Executive will report to the next Board meeting.
- **Athlete Selections for EYOF:** The process will be discussed with legal advisers tomorrow. A possible breach of confidentiality will be referred to the Conduct and Complaints Commission for investigation.
- **Board Elections:** The Chief Executive had set out and circulated two scenarios where Directors were initially appointed for varying terms. He stated that there is no real advantage to changing the Association's current process.
- **Criteria for Appointment as Board Director:** The Chief Executive explained that according to the Association's Memorandum and Articles, Council ratify nominations measured against agreed criteria.
- **Annual General Meeting:** Calling notices would be circulated to be received by clubs on 7 August 2015 with the closing date for receipt of nominations and resolutions being 27 August 2015.
- **Conduct and Complaints Commission:** Three new members had been appointed to the Commission. Presentations were made by Colin McIver to Keith Eldridge and Nick Fletcher to recognise their long service to the Commission.
- **European Open, Glasgow:** The Association needs to respond to confirm that it will host the European Open in Glasgow; this decision was deferred pending the outcome of the European Championships issue to ensure the Association is financially able to host the competition. Caution was expressed in view of low entries in recent years, however it was noted that this as an Olympic ranking event.
- **Board Representation at BJA Events:** The suggested events and Directors to represent the Association had been circulated. The Inclusion event would be incorporated under Sara Hayes name and the British Schools would also be included. All events would be shared in terms of Directors' representation responsibilities.

Life Membership:

Board **APPROVED** unanimously Lifetime Membership is awarded to:

Frank Jones, North West Area
Maurice Clark, North West Area
Peter Brayford, Midlands Area

ACTION: AS/SallyH

FINANCE REPORT

Audit: The audit is currently taking place and is on track to submit the report and accounts to Board at the August 2015 meeting. No problems had been highlighted.

Operations Report

Membership: The automated membership and direct debit facility had had a significant impact. The Association was considering the possibility of renewal calls to members out of 'office hours', ie in the evenings and on Saturday morning, which would probably be more convenient to members.

PERFORMANCE

- **European Championships, Baku:** A team of five men and 9 women competed with very disappointing results; two top eight places: Sally Conway in 7th place and Natalie Powell in 5th place. Many of the fights had been lost in the last 30 seconds and one result had been overturned in circumstances in which the GB competitor was disadvantaged. With good results in other European competitions, the Performance Director and indeed the Performance team were bitterly disappointed at the results in Baku. However, on a positive note, British Judo had its first medal in 16 years at the IJF World Masters where Natalie Powell won silver.
- It was noted that Dave Stanley had refereed the gold medal fight at the European Games it was also noted that he was presented with his 7th Dan at the Referees' Seminar on 20 June 2015 by Eddie Awford.

STRATEGIC PANEL: ENHANCING DELIVERY

- **Membership:** Is doing well and the Association has recovered almost to 2012 Olympic numbers. Research is in preparation in order to approach Sport England for add funding; membership in the 14+ category stands at 13,985 (compared to 11,682 in 2013). Membership figures do include BJA affiliated members. The aim is to grow membership by 5% year on year.
- **Throw Yourself into Judo:** Campaign was launched on 27 May 2015 at the Budokwai with media and local authority presence; there were over 1M posts on social media. This is a continuous development campaign over the next 18 to 24 months which has a dedicated website.
- **Behaviour Change Project:** The full report had been circulated and highlighted the participation pathway. Knowledge gained from the pilot study will be applied to future programmes.

STRATEGIC PANEL: COMMERCIAL AND FUNDING

- The terms of reference for the Commission had been updated
- Several sponsorship opportunities are being pursued.

STRATEGIC PANEL: TECHNICAL STANDARDS

- **North West Pilot Scheme:** Board recalled the discussion at the 2014 Annual General Meeting when the North West Area offered to host a pilot scheme, details of which were presented at the last Board meeting. The North West Area had stated that in order for the pilot scheme to progress and be successful, the gradings element of the coach award would need to be suspended. They had consulted widely in the Area on this issue and indicated that clubs are in favour of the scheme. The North West Area propose to have four gradings over a 12 months period. A contest element will be introduced into the programme. The North West Area have been running this kind of development already with some success. Colin McIver would contact clubs in the North West Area to ascertain which are in favour of the pilot, including the suspension of gradings and report back to Board.
- **U8s Development Programme: JudoKids:** Colin McIver had circulated the JudoKids proposal which is a new scheme based on schemes in France and other countries and aligned with Key Stage 1. There are currently 4116 U8 BJA members; roughly nine per member club. The Board unanimously agreed to proceed with a pilot scheme.

2016 National Competition Tenders

Bids had been submitted by Areas who wished to host national BJA events. Board **APPROVED** the following:

2016 National Team Championships:

Midland Area, 2 July 2016, Walsall

2016 British Kata Championships: Midland Area

Midland Area, date to be confirmed, Walsall

2016 British Minors and British Masters Championships:

JudoScotland, 15/16 October 2015 at either Ravenscraig or Emirates

English Open (Junior and Senior):

Eastern Area, 5/6 March 2016, Thetford Leisure Centre

Attention was drawn to the need to provide referees and officials; most events try to encourage local volunteers so by sharing events around the country, opportunities are given to all referees and volunteers to gain valuable experience.

Board **AGREED** that the caveat be added that for the following year (ie, competitions in 2017) the Association will give preference to Areas which did not host in 2016.

The Inclusion event will become a national event, although it was noted that the Commission organise the event.

Promotions to 6th Dan

The Board **APPROVED** unanimously the promotions to 6th Dan for Jim Toland and Paul Jordan.

ANY OTHER BUSINESS

- **Confidentiality of Board Business:** Confidentiality must be observed at each Board meeting.
- **Coach Award:** The issue regarding differences between BJA and UKCC coaching award had been resolved.