

**FINAL**  
**BRITISH JUDO ASSOCIATION (BJA)**  
**MINUTES OF THE MEETING OF THE BOARD OF DIRECTORS**  
**HELD ON TUESDAY 18 JUNE 2024**  
**GEORGE KERR SUITE, WALSALL CAMPUS, UNIVERSITY OF WOLVERHAMPTON,**  
**GORWAY ROAD, WALSALL WS1 3BD**

<b>PRESENT:</b>	Gerry Gualtieri, Chair	(GG)
	Alex Slade (via Zoom)	(ASI)
	Neil Fletcher	(NF)
	Lee Shinkin	(LS)
	Ben Quilter	(BQ)
	Paul Ajala	(PA)
	Garth Illingworth	(GI)
	Delia Wright	(DW)
	Diana Hunter	(DH)
	Graham Campbell	(GC)
	Russell Brown (via Zoom)	(RB)
<b>APOLOGIES:</b>	Rebecca McCreath	(RM)
<b>IN ATTENDANCE:</b>	Andrew Scoular, Chief Executive	(AS)
	Karen Roberts, Development Director	(KR)
	Sajid Hussain, Finance & Operations Director	(SH)
	Marc Preston, JudoScotland Chair	(MP)
	Judith McCleary JudoScotland Chief Executive	(JM)
	Jude Taylor, UK Sport (in part)	(JT)
	Justine Lynch, Executive Officer	(JL)

No	ITEM	ACTION
<b>71.1</b>	<b>WELCOME &amp; APOLOGIES</b>	
	GG welcomed everyone to the meeting and advised apologies had been received from RM due to illness.  GG also welcomed MP and JM, in attendance to provide a more in depth update from JudoScotland as well as JT who would provide an update following the Organisational Health pilot we had participated in.	
<b>71.2</b>	<b>DECLARATION OF ANY INTERESTS/CONFLICTS</b>	
	Members were reminded of the need to declare their interest in any items requiring a decision and to remove themselves from such decision making.	
<b>71.3</b>	<b>ANY MATTERS FOR ANY OTHER BUSINESS</b>	
	There were several items raised for discussion under Any Other Business: <ul style="list-style-type: none"> <li>• Referees assessment at annual BUCS event (NF)</li> <li>• Honorary grades (AS)</li> <li>• British Judo Council (BJC) AS)</li> </ul>	
<b>71.4</b>	<b>MINUTES FROM PREVIOUS MEETINGS HELD ON MONDAY 30 APRIL 2024</b>	
	The draft minutes from the Board Meeting held on Monday 30 April 2024 were approved as an accurate record of the meeting.	

	<b>Proposer: GI</b> <b>Secunder: NF</b>	
<b>71.5</b>	<b>ACTIONS ARISING FROM PREVIOUS MEETINGS (NOT INCLUDED ON THE AGENDA)</b>	
	<p>AS provided a brief overview of actions that have progressed since the April meeting not included in Chief Executive or Chair reports:</p> <ul style="list-style-type: none"> <li>• Advert for recruitment to the Conduct &amp; Complaints Commission Meeting had been released, looking for 3 new members and the Chair would be appointed following recruitment of the new members. They will then also review the Terms of Reference</li> <li>• Slight delay to the membership proposition review and would be addressed again following a budget re-forecasting meeting on 18 July between AS and SH</li> <li>• GI updated that he had met with the independent consultant in regard to the England Areas review, now tweaking the scope and will then get costs. Next step would be to identify exactly what the role of the consultant will be. GG added this should be taken offline and a timeline agreed so that this was complete prior to the strategy meeting in November</li> <li>• Outsourced merchandising to Team Elite who are working in partnership with CIMAC</li> <li>• Draft affiliation agreement has been sent to BJC, however they had advised they wanted to discuss this at their Executive Committee Meeting on Friday 14 June before meeting with us and organising this meeting would be followed up next week</li> </ul>	
<b>71.6</b>	<b>RISK REGISTER</b>	
	<p>AS provided more detail around the only risk that had been changed in that Chris Skelley has now passed classification and therefore likely to qualify for the Paralympics. AS added that there were still concerns around the classification process and this would be followed up.</p> <p>AS also advised that there will be 5 female fighters qualify for the Olympics, but no male fighters which could generate some negative PR following the games.</p> <p>PA raised the potential risk of not having a male fighter qualify for the Los Angeles games. AS responded that we were looking at changes to Performance structure, also whilst there is a gap in the pathway due to Covid, ND has advised that there are some green shoots emerging on the boys side. GG added that everything needs to be reviewed with the main focus on what is best for judo with input from Board, staff and the judo community, with an 'ego and mobiles left at the door' approach.</p>	
<b>71.7</b>	<b>UK SPORT ORGANISATIONAL HEALTH UPDATE</b>	
	<p>JT shared a presentation that would be circulated following the meeting.</p> <p>Key points and discussions noted below:</p> <ul style="list-style-type: none"> <li>• Organisational Health is one of the workstreams under the UK Sport (UKS) Master Planning programme (AS was a member of this workstream)</li> <li>• Purpose of the Organisational Health pilot was to look at opportunities and threats and UKS wanted to work with NGBs</li> </ul>	

	<p>across the board to identify where UKS could support them and assist in identifying critical priorities, assessed via a diagnostic tool</p> <ul style="list-style-type: none"> <li>• From the 8 trial results shown on the wheel diagram, became clear that every NGB had a different approach however there were some recurring themes</li> <li>• British Judo came out with 3 high performing areas, SLT and Board, international relations and governance</li> <li>• General areas of weakness across NGBs were capacity/technical capability, data and insights and lack of diversity</li> </ul> <p>KR queried capacity in other NGB's to which JT responded that the mismatch between ambition and capacity was very stark for British Judo and this has also been identified in other sports in regard to what tasks UKS are asking NGBs to perform especially for those NGBs with a small workforce. GG added that it is much easier to identify priorities in a commercial world, however in sport there is a need to be successful at multiple levels which makes capacity and resourcing decision more difficult. DH added that in the commercial world you invest in infrastructure which has a longer time span to provide a financial reward, however in sport you are investing in medals and infrastructure becomes a tertiary investment leading to it not being fit for purpose. DH added that in her capacity as Modern Pentathlon Chair, she had found the exercise very beneficial and helped the Board and leadership teams identify priorities. JT commented that it had also highlighted that both UKS and Sport England have played a role in putting a high breadth of delivery actions on NGBs</p> <p>KR then raised if there would now be an opportunity to look at the role of an NGB in society as this has drastically changed over the past 25 years. JT responded that the challenges are society and government pressures in that there is a need to address the big societal issues, eg environment and diversity and inclusion. KR added that we also need to think about our view on the international field. AS added that the Western Europe NGBs are now asking about our governance practices whereas Eastern Europe do not have the same governance requirements.</p> <p>KR further raised the need to gain an understanding of our society and what the Olympic and Paralympic games means to society. JT advised that one surprise was the percentage of over 16 year olds who are embarrassed to say they follow Olympic and Paralympic sports. AS added that this has a knock on effect to membership and raises the issue of how to make ourselves more relevant.</p> <p>LS queried if there were any results different to what was expected. JT responded that although UKS knew that some NGBs were going through a tough time, the depth of the challenge faced by some of them had been surprising as well as the financial fragility of some NGBs.</p>	
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	<p>AS advised that the SLT had reflected on the day and noted that there should have been Home Country representation as well as more non SLT staff in attendance. However, this has now led to extended SLT and managers quarterly meetings that capture the views of the wider workforce.</p> <p>JT advised that there had been some amendments to the methodology and tracking wheel and that it would be beneficial to reflect on these results during our strategy discussions. GG agreed that British Judo had been self critical but does have very good individuals that work well as a team with the next stage being to look at the goals that have come out of the results. AS added that next time it would also be beneficial to have a Chief Executive from another NGB participate.</p> <p>GG thanked JT for her useful and informative update. 10.45am JT left the meeting</p>	
<b>71.8</b>	<b>CHAIRMAN'S UPDATE</b>	
	<p>GG's report taken as read.</p> <p>GG updated that whilst at the Abu Dhabi World Championships, he had been approached by Lazlo Toth, the EJU President, and asked to take a seat on the EJU Executive Committee. GG thanked him but was non-committal, advising this was a discussion he would need to have with his Board. GG advised that this could create political issues and affect relationships with other federations. AS added that international relations would be discussed in more depth at the October Board Meeting.</p> <p>GG then handed over to MP and JM for the JudoScotland update. JM shared a presentation that would be circulated following the meeting.</p> <p>Key points and areas of discussion noted below:</p> <ul style="list-style-type: none"> <li>• Introduced key staff in SLT, Support, Performance and Delivery</li> <li>• Coaches are employed by Sport Scotland, looking to bring them inhouse</li> <li>• Membership has decreased, looking at gapping and interventions</li> <li>• One year into strategy with Sport Scotland</li> <li>• Reviewed business audit and critical governance actions have been addressed at the AGM, now just 4 low level recommendations to work on. Have asked for a 2 year audit instead of 4</li> <li>• Feedback from members is that they want more communication and transparency</li> <li>• Created 'Senpai' group for 16 to 22 year olds and they have an annual training plan</li> <li>• JudoScotland took the word 'Olympic' out of the strategy with a greater emphasis on development and pathways</li> <li>• Employed a Disability Officer to support the growth of adaptive judo</li> <li>• 25 full time athletes based at Ratho and hold training evenings open to the judo community</li> <li>• Have an Equality Working Group for values work</li> </ul>	

	<ul style="list-style-type: none"> <li>• Looking at getting new members but there are a number of clubs whose members are not joining JudoScotland</li> <li>• Encouraging Board to upskill which they are embracing</li> <li>• Have outgrown the Ratho facility and are in negotiation with sportscotland in regard to this</li> <li>• Emphasis on the u23 programme to give them a direct path to the World Class Performance Programme at the National Training Centre</li> <li>• Looking at merchandising and setting up a JudoScotland charitable trust</li> </ul> <p>JM then updated that Glasgow is continuing with its bid to host the 2026 Commonwealth Games and that there are currently discussions around what sports are to be included but it looks positive for judo as have the facilities already and quite cheap to run. There are also discussions around charging athletes to compete and adding on training camps to attract more participants.</p> <p>Discussion then moved on to known clubs not putting all their members through JudoScotland and an issue with clubs joining BJC instead which are facilitating cut price judo and will affect the whole of British Judo.</p>	
<b>71.9</b>	<b>CHIEF EXECUTIVE'S REPORT</b>	
	<p>AS's report was taken as read. The only further updates were that the meeting with the University Vice Chancellor had been rescheduled to Thursday 4 July and there was a small amendment to be made to the staff organisation chart that had been circulated as an appendix.</p>	
<b>71.10</b>	<b>FINANCE &amp; OPERATIONS UPDATE</b>	
	<p>SH highlighted the key points from his report:</p> <ul style="list-style-type: none"> <li>• Auditors had been onsite the last week in May. No issues identified so far and closing meeting scheduled for the following week. However, SH has identified that the draft accounts state £3k more surplus than he believes, this has been challenged and will be rectified. Draft accounts will go to A&amp;RC in August</li> <li>• Income and expenditure are in line with budget</li> <li>• Budget reforecast meeting in July with AS, revised budget will be presented to Board at the August meeting</li> <li>• Membership and gradings income is flat</li> </ul> <p>GG raised the need to get to a stage where we have a strategy for compensating for less UKS and SE funding and have a story for what sponsorship will look like but needs to be a budget relieving or cash injection deal.</p> <p>12.30 GC left the meeting</p>	
<b>71.11</b>	<b>DEVELOPMENT UPDATE</b>	
	<p>KR's report was generally taken as read with the key points highlighted for discussion and approval in the report noted below.</p> <ol style="list-style-type: none"> <li>1. The change to the current Safeguarding and Protection of Children (SPC) training requirements for Coach Qualifications and request to accept Virtual interactive SPC courses with online</li> </ol>	

	<p>classroom delivery and approved by the Head of Inclusion, Safeguarding and Wellbeing.</p> <p><b>Decision: The Board agreed BJA would now accept Virtual interactive SPC courses for both coaches and Club Welfare Officers at any 3 year interval, as approved by the HISW.</b></p> <p><b>Decision: The Board agreed that the BJA could scope the possibility of a BJA Safeguarding Course delivered with a virtual classroom, to be offered as an alternative to the UK Coaching course, which would be presented to Board for approval</b></p> <p>2. The consideration of prosthetic limbs and stoma bags being worn at competitions by judoka.</p> <p><b>Decision: In principle this was agreed by Board on a case by case review subject to the production of the process for application and approval, along with a risk assessment template and the creation of clear guidance for officials and referees at competitions as well as a communications plan for membership.</b></p> <p>3. The consideration of judoka wearing stoma bags in competition.</p> <p><b>Decision: The Board agreed in principle to judoka wearing stoma bags in competitions. However, there must be a process for application and approval created with the correct wearing and protection of the stoma bag stipulated, which must be accompanied by a full risk assessment along with clear guidance for officials and referees at competitions including cleaning protocols as well as a communications plan for membership.</b></p> <p><b>Action: KR to update HISW on the Board's decisions in regard to safeguarding courses. Also, to produce the guidance documents for the wearing of prosthetic limbs and stoma bags by judoka in competition and present back to Board for approval</b></p> <p>4. The Judo Commission had raised the case of an application to 7<sup>th</sup> Dan to bring to the Board. This was an exceptional circumstance whereby there were two separate issues at play for consideration with this case study:</p> <p>i. Gap in continuous time in grade: it was acknowledged that for inclusive purposes, gaps in continuous membership need to be considered for equality, eg: breaks for maternity or financial hardship. The Board were informed that the Promotions Commission are considering an appropriate approach to this in the future;</p> <p>ii. The reason for the gap in this particular case are due to behaviour and the non-alignment to the principles of judo for EJU nomination.</p> <p><b>Decision: The Board agreed that they are fully supportive of this individual participating and enjoying judo, it was deemed inappropriate for this nomination to be supported.</b></p>	<p style="text-align: center;"><b>KR</b></p>
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	<p><b>Action: AS to inform the Promotions and Gradings Commission to draft and implement appropriate guidance to address valid gaps in membership</b></p>	<b>AS</b>
	<p><b>Action: AS to check the protocol if not nominating someone to the EJU and draft communication to the unsuccessful nominee</b></p>	<b>AS</b>
<b>71.12</b>	<b>PERFORMANCE UPDATE</b>	
	<p>ND's report was taken as read. ND further advised that the Olympic team would be announced the following week and they would then attend kitting out, with the Paralympics team being announced at a later date.</p>	
<b>71.13</b>	<b>ANY OTHER BUSINESS</b>	
	<p>The following points were raised:</p> <ol style="list-style-type: none"> <li>1. The North West Area have sought approval to amend the term times for some of its committee members to avoid there potentially being 7 new committee members due to 3 vacancies, 2 committee members up for re-election as well as the Chairman and Secretary. KR added the Area has their AGM in September and would work out the transition process and GI further added that the Area would also be looking at success planning.</li> </ol> <p><b>Decision: The Board unanimously agreed to allow the North West Area to amend the term times for some of its committee members.</b></p> <ol style="list-style-type: none"> <li>2. KR advised that Duncan Stewart, Northern Area Chair, had resigned but has agreed to work with KR and GI on a transition plan for the Area.</li> <li>3. NF raised the BUCS event and it was acknowledged by the Board that University judo and the BUCS event is an area for the BJA to support and develop, however the BUCS event will be removed from the National Referee Commission event list until such time as we have grown it accordingly. Jessica Hastings and Keith Merrick would be requested to communicate this accordingly.</li> <li>4. AS raised Honorary black belts, and It was agreed that we would not normally give Honorary black belts as a general recognition and that Dan grades be gained through the traditional process and also that we should create a national recognition award for people who have made significant contributions to the sport.</li> <li>5. British Judo Council discussed earlier in the meeting.</li> </ol> <p><b>Action AS to look at how we can appropriately recognise individuals who have made significant contributions to the sport.</b></p> <p>GG thanked everyone for their time and the constructive discussions.</p> <p>13:15 Meeting closed</p>	<b>AS</b>