

FINAL
BRITISH JUDO ASSOCIATION (BJA)
MINUTES OF THE MEETING OF THE BOARD OF DIRECTORS
HELD ON TUESDAY 4 OCTOBER @ 10AM
GEORGE KERR SUITE, WALSALL CAMPUS, UNIVERSITY OF WOLVERHAMPTON,
GORWAY ROAD, WALSALL, WSI 3BD

PRESENT:	Ronnie Saez, Chair	(RS)
	Peter Blewett	(PB)
	Alex Slade	(ASI)
	Neil Fletcher	(NF)
	Marc Longhurst	(ML)
	Diana Hunter	(DH)
	Claire Lish	(CL)
	Paul Ajala	(PA)
	Russell Brown	(RB)
	Garth Illingworth	(GI)
APOLOGIES:	Graham Campbell	(GC)
	Ben Quilter	(BQ)
	Athena Witter	(AW)
	Sajid Hussain, Finance & Operations Director	(SH)
IN ATTENDANCE:	Andrew Scoular, Chief Executive	(AS)
	Karen Roberts, Development Director	(KR)
	Justine Lynch, Executive Officer	(JL)

No	ITEM	ACTION
61.1	WELCOME	
	The Chair welcomed everyone to the meeting, in particular GI, who was attending his first Board Meeting following being elected as the new England Area Director adding that he hoped GI would find his time on the Board stimulating and enjoyable.	
61.2	APOLOGIES	
	RS informed that apologies had been received from GC, BQ and AW and he himself would have to give apologies for the Diversity & Inclusion training following the meeting.	
61.3	DECLARATION OF ANY INTERESTS/CONFLICTS	
	Members were reminded of the need to declare their interest in any items requiring a decision and to remove themselves from such decision making. No conflicts with the agenda items were anticipated.	
61.4	ANY MATTERS FOR ANY OTHER BUSINESS	
	KR advised she would like to raise UK Anti-Doping Board lead.	
61.5	MINUTES FROM PREVIOUS MEETINGS HELD ON TUESDAY 23 AUGUST 2022	
	It was agreed that the Minutes of the meeting held on Tuesday 23 August 2022 were an accurate record of the meeting. Proposer: ASI Secunder: ML	

61.6	ACTIONS ARISING FROM PREVIOUS MEETINGS (NOT INCLUDED ON THE AGENDA)	
	<p>AS provided a brief verbal update on outstanding actions that have progressed:</p> <ul style="list-style-type: none"> • Commission Terms of Reference: AS and RS would be reviewing these whilst in Tashkent • Meeting with Sally Munday (SM): AS followed up with SM and new UK Sport (UKS) Organisational Health Liaison Officer, Jude Taylor, is also now aware and following up • England Area Audits: Areas still not being compliant. KR to raise at the England Areas Meeting on 15 October. Suggest Areas move to Xero accounting system, same as BJA, rolled out via workshops open to all Areas • Cost of Living Crisis: Paper being drafted for next Audit & Risk Committee Meeting, then will be presented at the December Board Meeting • M&A Consultations: Dates for two virtual and one face to face consultation sessions been set Action: JL to send dates to Board members to register • Sponsorship Deal: JL tried to get in touch with contact passed on by Nikki Patel with no success. Post Note: DH suggested a different contact, JL to follow up 	<p style="text-align: right;">JL</p> <p style="text-align: right;">JL</p>
61.7	RISK REGISTER	
	<p>AS updated on amendments to the Risk Register:</p> <p>Risk O5: Downgraded as comprehensive Mental Health & Wellbeing Action Plan has now been produced. Next steps to look at how to implement it</p> <p>Risk P3: SM has informed there is no additional funding available. Hope that IJF protocols will be relaxed after the World Championships which will relieve some pressure on the budget</p>	
61.8	CHAIRMAN'S REMARKS	
	<p>RS opened with an update on his attendance at the EJU Executive Meeting in Istanbul, where RS was appointed as the being responsible for inclusion in adaptive judo for the EJU and that a survey has been issued to member federations to stocktake on what activity was currently being undertaken.</p> <p>RS then advised that the IJF have now publicly announced that Russian and Belarussian athletes have been banned from all events up to the end of the calendar year.</p> <p>In regard to the World Championships in Tashkent, RS advised that there was a team of 9 athletes – 7 women and 2 men, with the women especially having a good chance of medalling. Also Nekoda Davis-Smythe's comeback is going well, winning bronze at a European Open and she could still qualify for the Paris Olympics.</p> <p>RS, AS and KR had a positive meeting with Bernard Richmond, BJC Chair, the previous week. Various items were discussed concluding in the suggestion that a Forum be created for all judo associations where</p>	

	<p>minimum requirements are agreed especially in the current environment, with the publication of the Whyte Report. The Board discussed the potential implications of the report and how British Judo should review the recommendations and apply where necessary. Board members were in agreement with these proposals.</p> <p>Action: AS/KR to organise the Forum for January/February 2023 Action: AS/KR to produce a pathway of actions and timeline to present to the Board at the December meeting Action: JL to circulate the Whyte Report</p>	<p>AS/KR AS/KR JL</p>
<p>61.9</p>	<p>CHIEF EXECUTIVE'S UPDATE</p>	
	<p>AS commenced with the resignation of Nikki Patel and that Sara Heath is looking at the structure of the department and once job descriptions, pay bands and how to resource the new structure had been completed, this would be circulated to Board for comment.</p> <p>Also, on staffing, looking into appointing tutors to alleviate some of the weekend workload on Regional Support Officers.</p> <p>Action: JL to get updated Performance Department organisation chart</p> <p>Date of Tuesday 1 November has been agreed for the Home Nations meeting. One area for discussion will be the funding of the British Championships and location so not always in England.</p> <p>As per an action from the last meeting, AS had provided more information on the Net Promoter Score from the Culture Health Check. This showed that up to 8 is low or neutral which participants are unlikely to be aware of and would have believed they were giving a high score.</p> <p>AS then advised that an allowance of 0.1kg had been added to minors weight tolerance, this was to allow them to wear a t-shirt and would apply to Levels 2 to 4 on the competition structure.</p> <p>Decision: The new weight tolerance allowance was fully approved by the Board</p> <p>Action: JL to update Sami Smithson and Jessica Hastings on the Board's approval</p> <p>AS concluded by advising that he has now been provided with the Paris Olympics ticket information.</p>	<p>JL</p>
<p>61.10</p>	<p>FINANCE & OPERATIONS UPDATE</p>	
	<p>AS advised there would be a full Q2 review at the Audit & Risk Meeting on Thursday 20 October and that work on re-forecasting for the last 6 months of the year had already commenced.</p> <p>On income, AS advised that this is almost where it had been forecast to be, however the 4-month membership extension provided previously is having an impact, as well as the CRM implementation and cost of living crisis. SE have now advised that the Together Fund can be used to</p>	

	address the cost of living for clubs and members. Also, BJC clubs can now apply to the Together Fund.	
61.11	DEVELOPMENT DIRECTOR UPDATE	
	<p>KR's report taken as read. KR updated on the following points.</p> <p>KR advise she had spent most of her first few weeks gathering an understanding of all the aspects of the role and building relationships with her new team. Also, recruitment has started for 2 Club Support Officers (CSO).</p> <p>On the technical side, looking at bringing in the technical aspects in Performance into coaching. Also, meeting with CIMPSA to map across the qualifications.</p> <p>The IJF practical assessment week had been very successful and we will be putting in an expression of interest to host this again next year. This is financially beneficial to British Judo as hosting reduces travel and hotel costs for UK participants.</p> <p>The Together Fund has highlighted that there is a lot of positive activity and once the CSOs are recruited they will be helping with community growth and supporting clubs/Areas with their development plans and looking to finalise the Area Partnership Agreements. Having feet on the ground again will provide the support needed to get awareness out on how British Judo and the Together Fund can assist.</p> <p>One reflection on the strategy was the lack of reference to coaches but this could be incorporated into the actions put in place to deliver the strategy. This will be raised at an Events Home Nations Meeting on Friday 18 November.</p> <p>AS added that himself and KR would now also be visiting clubs on a monthly basis.</p> <p>AS then provided a brief overview on the Transgender Policy, advising that in essence, you have to compete in the gender assigned to you at birth unless you can absolutely prove it is safe for you and for your potential competitors for you not to. Safety is paramount. Judo recognises this as a sport with weight categories, which protects safety KR added that the Policy would be reviewed max every 2 years and that an FAQs document would be built over time.</p> <p>KR moved on to the Mental Health & Wellbeing Action Plan and Strategy, advising that this is fluid. RS commented that the rollout of this was important as there was a lot of information to interpret. Look at having Mental Health First Aiders and Club Welfare Officers as events. Sami Smithson is working on the budget for rolling this out but will be clearer once advised of the level of SE funding to support this.</p> <p>Action: MH&WB Strategy approved. Detailed Action Plan to be removed from the Strategy and reviewed</p>	KR
61.12	PERFORMANCE	

	<p>With Nigel Donohue in Tashkent, the Performance Report was taken as read.</p>	
61.13	ANY OTHER BUSINESS	
	<p>Clean Judo Working Group continues to meet quarterly. KR reported the need to maintain education and awareness of Clean Sport through the Judo Community. As PB now stands down from the Board, a new Board lead is required to be a member of the Clean Judo Working Group. The Board member will join the working group meetings and complete UKAD mandatory training in order to support them in this role.</p> <p>Decision: It was unanimously agreed that PA would take on this role</p> <p>RS closed the meeting by thanking PB for his 10 years of service to the Board, adding that he had been a fantastic Vice Chair, and that he looked forward to continuing to work with PB as part of the Judo Commission and as London Area Chair. Also, PB's contribution would be noted and celebrated at a dinner on Friday 11 November.</p> <p>PB thanked RS adding that it had been his pleasure.</p> <p>Meeting closed at 12:30pm</p>	