

**MINUTES OF THE MEETING OF THE BOARD OF DIRECTORS**  
**HELD ON TUESDAY, 8 DECEMBER 2015**  
**AT 2.30 PM**  
**CENTRE OF EXCELLENCE**  
**UNIVERSITY CAMPUS - WALSALL**

**PRESENT:** Ronnie Saez, Chair and Chair, JudoScotland  
Malgorzata Grzyb  
Sara Hayes  
Alan Rickard  
Peter Blewett  
Andrew Haffner  
Eddie Awford, Chair, England Area Clubs  
Mark Palios (By Phone)

**IN ATTENDANCE:** Andrew Scoular, Chief Executive  
Colin McIver, Technical Director  
Maria Turnbull-Kemp, Finance and Operations Director  
Nigel Donohue, Performance Director (for item 16/)

**APOLOGIES:** Loretta Cusack-Doyle  
Bill Taggart, Chair, Northern Ireland Judo Federation  
Fred Prossner, Chair, Welsh Judo Association

**17/121 WELCOME**  
The Chair welcomed all to the meeting and introduced Alan Rickard to the Board.

**17/122 APOLOGIES**  
  
Loretta Cusack – Doyle  
Bill Taggart, Chair, Northern Ireland Judo Federation  
Fred Prossner, Chair, Welsh Judo Association

**17/123 DECLARATIONS OF INTEREST**  
There were no declarations of interest.

**17/124 MATTERS TO BE TAKEN UNDER ANY OTHER BUSINESS**  
  
Under 10.1 Finance update would include a presentation in respect of Destination@britishjudo

**17/125 MINUTES OF THE MEETING HELD ON 6 & 7 NOVEMBER 2015**  
The minutes of the meeting held on 6 November 2015 were not approved at the meeting due to a number of amendments.

**17/125.2 MINUTES OF THE MEETING HELD ON 6 & 7 NOVEMBER 2015**  
The minutes of the meeting held on 7 November 2015 were not approved at the meeting due to a number of amendments, which consisted of:

15/116: Should read 16/116

15/116: Should read "Council noted"

**16/119:** Should read [three] a statement to be added “it was subsequently noted that whilst the President refereed to three the correct statement should be two.

**17/126 BOARD ACTIONS**

The Action List was updated as necessary.

**17/127 RISK REGISTER**

The Risk Register had been circulated. The following matters were highlighted:

- **Delivery:** The Government settlement in respect of sport has been positive. However, the Association is awaiting the outcome from the DCMS Strategy and the subsequent UKS and SE Strategies which will determine how the money will be distributed and whether NGBs are the best mechanism to deliver participation and growth.
- **Delivery:** The risk to the sport that the Association may not be able to deliver the programmes and increase participation.
- **Performance:** The Failure to recruit visually impaired athletes on to the performance pathway.

**17/129 CHAIRMAN’S REPORT**

**17/129.2 Commonwealth Games England**

The Chair attended a meeting with Nigel Donohue, whereby the Performance Director shared with the group the Association’s performance strategy. The Chair stated that the members of the meeting were extremely positively and the report was well received. The Chair felt that the preparation and the depth of analysis that the report highlighted was now critical to an athlete’s performance.

**17/129.3 Awards Dinner**

The Chair attended the Awards Dinner in Nottingham and felt that the evening was a huge success. The feedback was very positive and it was agreed by the Board that 2016 Awards Dinner and AGM will be held at the same venue on 5 November 2016.

**ACTION:** Maria Turnbull-Kemp will write to venue organisers to confirm the date and finalise arrangements.

**17/129.4 Scottish Hall of Fame Awards:**

Andrew Scoular joined the Chair at the Scottish Hall of Fame Award. The event allowed the Chair to meet David Grevenberg who is CEO of the Commonwealth Games Federation. A potential meeting was mentioned to take forward the opportunity for Judo to work more closely with the Common Wealth Games Federation.

**17/129.5 Life Time Achievement Award:**

The Chair congratulated Colin McIver for his fantastic achievement in winning the Life Time Achievement Award. Congratulations were extended by the Board.

**17/129.5 Change to Commissions:**

The Chair informed the Board that with the departure of Dave Clarke there was a need to realign some of the Commissions:

Peter Blewett will be Chair of the Performance Management Group

Loretta Cusack-Doyle will lead The History of Judo and support Peter Blewett with the Performance Management Group

Andrew Haffner will take on the Chair of the Grading's Commission and will continue in his role as the Chair of Competition Pathway

The Chair asked Alan Rickard whether he would be prepared to take on responsibility for a Commission and it was **AGREED** that a further discussion would take place with the Chair to find a suitable Commission.

**ACTION:** Andrew Scoular would provide the Board with an updated listed of all the Commissions and the Chairs.

## **17/130 CHIEF EXECUTIVE'S REPORT**

The Chief Executive's report had been circulated. The following matters were highlighted:

### **17/130.1 Office Relocation**

Andrew Scoular informed the Board that a teleconference had taken place with UK Sport and sport England to take forward the proposed move to Walsall. He went on to inform the Board that there had been a suggestion that IMMAF may take office space within the University. He has been assured that whilst nothing had yet been confirmed they will not be situated at the Walsall Campus and there will be a clear differentiation between the Association and IMMAF. This has been further reinforced by Professor Oakes.

The Loughborough lease finishes on 19 February, but will continue on a rolling basis so the Association is not under any time pressure to move. The offices at Loughborough have undergone a thorough clear out, creating a far better working environment. Andrew Scoular is now based in Walsall and the Executive Assistant it is hoped will also be based there sometime in the future. Further discussion need to take place in respect to the final timings.

### **17/130.2 Strategic Document**

The strategic document has been appended and this is now under consultation. Andrew Scoular stressed that the next key stage of the process was to take the plan to the areas and Home Counties as it was a "British Judo" strategy and should not be taken in isolation.

Discussions took place which highlighted the need for more Board involvement in the creation of the high level strategic plan for 2017-2021. It was **AGREED** that a Strategic Planning Day was required whereby the Board, Area Chairs and Home Countries representation were invited to review and comment on the document. It was also **AGREED** that Andrew Scoular would provide these stakeholders with a template for feedback that would highlight the previous strategy's vision, mission and objectives and compare them to the proposed changes.

**ACTION:** Agreed that Andrew Scoular would arrange a strategic develop day and a template for feedback would be circulated prior to that date.

### **17/130.3 Olympic/Paralympic Medal Bonus**

Discussion took place in respect of the quote that had been circulated with the board papers. The Board agreed that further work was necessary to bench mark bonus payments against other NGBs. It was also felt very strongly that Olympic and Paralympic athletes should be treated the same in respect of the medal bonus payments. It was suggested that a gold medal would pay £10k, a silver £7.5 and a bronze £5k and that Andrew would seek further clarification and fine tune the quote in order for a final decision to be made.

**ACTION:** Agreed that Andrew Scoular would speak to other martial art NGBs and ascertain what levels if any are being paid out to athletes in respect of medal bonus payments and once he had that amount would then ask the insurance company to further refine the quote.

**17/130.4 Child Protection Lead**

Andrew Scoular informed the Board that with Dave Clark leaving it was necessary to nominate a member of the Board to take on this role. It was felt that Peter Blewett would be the most suitable Board member to take on this role. The Board all supported this nomination.

**17/130.5 Website**

Andrew Scoular informed the Board that the Association were reviewing the current website. The website was over three years old and was not fulfilling the member's expectations. It also required immediate work in order to ensure that it is PCI compliant. An initial estimate to replace the website is extremely expensive with early indications suggesting it could be as much as £85k. He went on to inform the Board that the Association would undertake a full in depth review and come back to the Board with a proposal at a later date.

**17/130.6 Athletes Olympic Farewell Dinner**

Andrew Scoular advised the Board that the University of Walsall will be hosting an athlete farewell dinner 21 July 2016 and to save the date.

**17/131 STRATEGIC PANEL: ORGANISATION AND CULTURE**

**17/131.1 Finance Report**

The finance report had been circulated. The following matters were highlighted:

The original budget that the Board approved was £24,222, the revised forecast is now a deficit of (£12,549), and the movement of £36,881 directly relates to the redundancy payments in respect to the restructure following the Sport England Announcement.

The revised forecast is on track taking into account opportunities and threats and currently the year-end reserves position is likely to be £186,173

**17/131.2 Destination@britishjudo**

The Finance and Operations Director made a presentation to the Board in respect of a potential opportunity to purchase an existing franchise operation in County Durham for the sum of £50k. The payment schedule and the proposal was discussed by the Board and it was agreed that due diligence should take into account: the key drivers of the business, a deferred payment scheme, whether there were any liabilities or safeguarding issues as well as confirmation of member numbers. Further discussions continued and a request was made by the Board to see whether Marc Preston would allow the Association to speak to one of the existing franchisors.

It was **AGREED** that the FRG would approve the proposal on behalf of the Board once due diligence had been completed.

**ACTION:** Agreed that Maria Turnbull-Kemp would prepare a paper for the FRG Commission taking into account the requirements discussed.

**17/131.3 Events Report**

The events report had been circulated. The following matters were highlighted:

**17/131.4 The Awards celebration dinner and the AGM**

The Board agreed that the 2016 event will take place on 5 November 2015 in Nottingham.

#### **17/131.5 British Championships (European Cup)**

The Finance and Operations Director discussed with the Board changing the format of the British Championships, she highlighted that with the change in rankings this event was no longer attracting judoka, was costing the Association over £25k a year and lacked support from the Performance Director. She informed the Board that a meeting took place with all the performance coaches and the events team which discussed the events in their current status. It was felt from that discussion that more effort should be spent on the introduction of a Junior European Cup and change the British Championships to an open event.

It was **AGREED** that Maria Turnbull-Kemp would find a suitable venue to host the British Championships with an alternative date that would not clash with the Olympics/Paralympics.

She would also write to the EJU requesting a potential change to the arrangements and form a working party which consisted of Peter Blewett and Malgorzata Grzyb and members of the events team to propose a strategy for 2017.

**ACTION:** Agreed that Maria Turnbull-Kemp would arrange a meeting to discuss the 2017 event strategy and also seek alternative arrangements/format for the British Championships.

#### **17/131.6 British Masters/Minors:**

The event was held on 17/18 October 2015 and fell short of the standard expected of a hosted event in terms of organisation and venue. Andrew Haffner informed the Board that he had started investigating the matter and found that the Association had received a number of complaints. Andrew Haffner also shared his concern with the Board that the Midland Area had been awarded the National Teams in July 2016 and that potentially the competition would not adhere to the Association's standards. The Chair stated that due process should be adhered to and that the Association should finalise the report, allow the area to respond and the outcome of this should be circulated to the Board in order for a decision to be made. It was also discussed that James Sills, Events Manager should provide support for any Area that was putting on event in order to assure that they are fully aware of all the obligations. It was also **AGREED** that going forward the Association should further refine and adapt the current contract with a more robust document that highlighted the requirements and ramifications of the hosting an event.

**ACTION:** Agreed that Andrew Haffner would finalise the report in respect of the British Masters/Minors held in the Midlands area and submit it to the Board.

#### **17/132 STRATEGIC PANEL: TECHNICAL STANDARDS**

Colin McIver produced a short report which was handed out to all the Board for comment/feedback.

A presentation to the Board consisted of:

Detailed staff structure and the areas of responsibility

Outlined the initial priorities – which included Grading, Essential Safety, Destination@britishjudo and Private Operators.

The presentation further expanded on the roll out of the new under 8 programme and the potential for Destination@britishjudo to expand to North London and Yorkshire. The Sports Director said that there may need to be a rebranding exercise sometime in the future and that he was keen to develop the new hubs with existing resources.

Currently 500 people had gone through the Essential Safety programme which is being delivered by the Association's staff. He went on to explain that the Essential Safety course was focused on personal safety (not judo) which incorporated a number of breakaway techniques

Work was continuing with the private operators trying to get them into the Judo family.

He stressed that working with the areas / regions was the only way that the Association would be able to deliver the programmes

It was **AGREED** by the Chair that the agenda was changed in order to move this item to earlier on in the agenda.

#### **17/133 STRATEGIC PANEL: COMMERCIAL AND FUNDING**

Malgorzata Grzyb tabled an update report.

- **Sport Collective:** Continue to be proactive on behalf of British Judo. Perkins Slade have spoken to a number of insurance companies which include Aviva and Hiscox. Discussion have started with AI Insurance but nothing definitive has resulted as yet.
- **Automotive:** Figures are being finalised with Toyota. The Nissan offer is also being discussed; it was noted that Nissan is also a GB partner. A meeting is scheduled to take place 11 December 2015 to take the matter forward.
- **Benefit in Kind Sponsorship:** This was still in hand and discussions were continuing with various companies including Abbey Water.

#### **17/134 STRATEGIC PANEL: PERFORMANCE PATHWAY**

Nigel Donohue undertook to circulate his presentation. **ACTION: ND**

It was agreed by the Board that the planned presentation by the Performance Director was postponed until January 2016.

#### **17/135 ANY OTHER BUSINESS**

There was no other business

#### **17/136 DATE OF NEXT MEETING**

This is currently being arranged by the Chair

#### **17/136.1 Dates of Meetings: 2016**

Tuesday, 16 February 2016

Tuesday, 5 April 2016

Tuesday, 21 June 2016

Tuesday, 30 August 2016 (*29 August 2016 is Bank Holiday*)

Tuesday, 25 October 2016

Tuesday, 6 December 2016

There being no further business, the meeting closed at 7.00 pm