

TUESDAY, 10 MARCH 2015 BOARD MEETING: KEY DISCUSSIONS AND DECISIONS

Proxy Voting: Available only at General Meetings; to be clarified in the Association's Memorandum and Articles.

CHAIRMAN'S REPORT

- **British School, 7/8 March 2015:** 175 entries on the waiting list for the British Schools Championships. Malcolm Collins, on behalf of British Schools' Judo and the Education Commission, thanked all the staff and volunteers who helped to run the hugely successful event. A working group would be established to make recommendations following feedback and information gathered on how this event can be made bigger and better.
- **English Open:** The drop-out rate was concerning and reasons would be investigated.
- **EJU Education Commission:** Jane Bridge is an expert member on the Commission.

GLASGOW 2015 EUROPEAN CHAMPIONSHIPS UPDATE

- All correspondence and papers have been sent to the insurance company and legal advisers. A position statement with regards to what can legally be said had been circulated. A decision from the insurers is expected circa 12 March 2015.
- A media plan had been established.
- The Chief Executive met with Event Scotland and Glasgow Life who understand the situation and are naturally disappointed that the event could not take place. Both expressed the view that this has affected the city from a PR point of view.
- A meeting will be arranged with the EJU as soon as possible in the endeavour to rebuild relationships.
- Discussions continue with UFC with regard to the withdrawal of sponsorship.
- **Independent Review:** Discussions had taken place regarding a professional to lead a Review. UK Sport had raised numerous points with regard to the Terms of Reference including the need for legal representation. The cost of a Review needs to be sanctioned by UK Sport. A timeline would be presented to Board at the meeting in June 2015. Mark Palios and Ronnie Seaz would sit on the Review Panel.

CHIEF EXECUTIVE'S REPORT

- **Disclosure and Barring Service (DBS):** The procedure will be amended to request to see only those Disclosures containing 'soft' information.
- **Conduct and Complaints Commission:** Keith Eldridge and Nick Fletcher will step down from the Conduct and Complaints Commission. A Panel will be convened to consider applications for Commission Chair and members.
- **Panel/Commission Review:** The number of Panels would be reduced to four (merging Commercial, Governance and Organisation Panels). Panels would prepare a report for Board comprising headline information, detailed background information, key points for discussion, financial information and recommendations. Panel and Commission members would serve a term of three years for a maximum of two terms to align to the Board structure. A timeline for implementation would be prepared by the working group.
- **Staff Holiday Entitlement:** Staff holiday entitlement is to be increased by two days to take account of the Christmas closure period of three days.

Strategic Panel: Organisation and Culture: The Association was on track in respect of the budget forecast and likely position at year-end taking into account the European Championships.

STRATEGIC PANEL: PERFORMANCE PATHWAY (PERFORMANCE MANAGEMENT GROUP)

- The EJU Training Camp in Mittersill on 17 – 13 January was the first event of 2015, the podium team and the Paralympic team had a great start to the year on one of the strongest camps on the calendar.
- 110+ players attended National Squad Training in January, numbers included the full GB squad, self-funded players and former World Champion Tomoko Fukumi. Adidas were also present to kit out the funded players, so that when it comes to Rio 2016 the squad will have fully worn-in judogi, only embellishments will need to be made ahead of the Rio Games.
- Alice Schlesinger is now part of the GB squad, as a double European bronze medallist and World bronze medallist, she is a strong addition. She has now earned three medals at IJF World Ranking events and currently sits in a qualification position on the clean Rio 2016 list.
- Competitions from January to March produced 18 medals from seven events.
- The first Paralympic qualification event of 2015 took place in Eger, Hungary where the team took a gold and two bronze medals.
- Ten players sit in Olympic qualifying positions.
- Funded athletes should compete at the British Championships at the weight for which they wish to be selected; they must also compete at the British Open, but can do so at the weight above. The Performance Director will meet with the Competitions and Events Commission to discuss the domestic competition calendar.
- There is a small group of players training in Japan, with very high volume and extremely high quality randori.
- Staffing changes have taken place in the department, Jean-Paul Bell has been confirmed as Lead Men's coach, Ian Johns has been confirmed as Paralympic coach.

STRATEGIC PANEL: ENHANCING DELIVERY

KPIs: Membership levels remain lower than anticipated.

Clubs: Engaging with Service Managers are growing and developing.

Club Schemes

- 124 clubs achieved growth totalling 926 members, however there was a net loss of 428 members, which equates to an overall loss of 1354
- 47 clubs signed up to the Club Reward Scheme, however they are the same clubs that are engaging and working with the Association.
- The Behaviour Change Project has given valuable insight to support the future direction of club development; research is proving essential to provide evidence to support decisions.
- Direct communications are going to clubs; we are able to monitor how it is viewed and used to support and how valuable the communications are. Engagement is higher when communications are tailored to specific clubs as opposed to that which is unsolicited.
- Salesforce allows an 'opt in' for communications, indicating what type of communication members want to receive.
- Club Matters is a Sport England programme to help clubs; from training, to marketing and mentoring. There is a self-assessment tool for clubs to undertake, which will inform the best steps for the club to take in order to develop.
- **Destination@BritishJudo:** Membership currently sits at 591.
- **Throw Yourself into Judo:** Currently to create an over-arching campaign which will tie-in individual initiatives, including Sport England initiatives like 'This Girl Can' along with video clips on a dedicated website and physical hand-outs. Each campaign will be tracked in terms of its success which will inform future initiatives.

Commercial Funding: Sport Collective has been engaged by NGBs, independent of Sport England, to highlight the benefits of sport to all. The UK CEO Group produced 'The State of Play' document which was circulated.

Grading System: The key findings of the survey include:

- There is no appetite for more kata or more competition in the grading system.
- A third of graded participants had not entered a competition, although the reason was not known.
- A half of respondents are likely to enter a tournament in the future.

A pilot would be run for one year in the North West Area. The results will be measured against past grading participation numbers. Competition experience will be mandatory at promotion from 1st Kyu to Competitive 1st Dan and that the back of the licence will be signed.

Sho Awards: An award programme would be introduced for five to seven year olds and the Mon grade scheme for eight year olds and above would be redefined. There is a need to align the technical criteria with the Key Stages at school.

Referee Development Programme: Key changes in the new development programme for referees include:

- The reduction from seven levels of award to six.
- The merging of Senior/Advanced Club with Area level.
- An online learning platform will also be utilised.
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Competitions for U8 Year Olds: The BJA prohibits competitions for U8 year olds. However, there are events across the country, for players aged from four years old. Although the organisers are BJA member clubs, these are not BJA licensed events.

Additional Technical Restriction: Video footage of a very dangerous turn-over was displayed; a technical restriction would be brought in at competition levels one to three and would prohibit players from performing this action.

Board Member Retirement: Malcolm Collins, British Schools Representative, indicated his intention to retire.