

JUNE 2014 BOARD MEETING – KEY DISCUSSION AND DECISIONS

The President, George Kerr, attended the meeting.

Brazilian Ju Jitsu: Ray Stevens and Ed Semple from Brazilian Ju Jitsu attended the meeting. Brazilian Ju Jitsu currently has 600 individual academies in the UK with approximately 25,000 BJJ enthusiasts currently training. BJJ competitions tend to be rather ad hoc in terms of structure and organization; some BJJ techniques are allowed in BJJ competitions that are not permitted in Judo competitions and vice versa; the BJJ British Championships is the largest annual competition with approximately 2000 competitors. BJJ is keen to affiliate under the BJA umbrella in order to benefit from the criteria set in the Association's policies, procedures and standards of coaching and officiating which BJJ will meet. Although BJJ would wish to retain its independence it would work closely with the BJA and benefit from the recognition of the Association's brand, professionalism, standards of coaching and officiating, technical standards, governance and infrastructure in terms of policies/procedures for clubs and membership. Both BJJ and BJA appreciated that there are a lot of areas and issues that need to be addressed and clarified before an Affiliation Agreement could come to fruition to which the BJA Board agreed in principle.

UFC (Ultimate Fighting Championship): The Chairman declared his interest in CSF, the company representing combat sports which UFC will work through as their agents for sponsorship.

2015 British Open: The Chairman and Chief Executive had been negotiating with AEG, operators of the O2 Arena and Wembley, the possibility of a five year partnership with a view to the 2015 British Open Championships being held at Wembley. The date of the Championships would need to be change from October to July 2015 to fit with the EJU/IJF calendar and with BBC's availability to cover. Obvious advantages include an iconic venue with good parking, accommodation and transport facilities together with AEG's marketing potential to sell judo across a wide range of people and organisations. The British Open will be the key competition in the BJA calendar of events.

Appointment of Independent Non-Executive Director (Commercial): The Appointing Panel, comprising the Chairman, Chief Executive and Ronnie Saez, selected three candidates whose portfolios were particularly strong in terms of skills and expertise in marketing, particularly sponsorship. Malgorzata Grzyb was invited for second interview.

CHAIRMAN'S REPORT

- **European Championships:** Attended the Championships in Montpellier; disappointing in terms of the lack of occasion on the handing over of the flag to the President, George Kerr. British Judo have an enormous amount to offer and will ensure the Championships in 2015 is an excellent event on all counts.
- **Meeting with the Minister:** The Chairman and Chief Executive had attended a very positive meeting with Helen Grant.
- **Council:** The Chairman had been invited to attend the Council meeting on 14 June 2014 to address concerns raised.
- **Appeals Panel Training:** The training for Board and Council members provided by Sara Hayes and Keith Eldridge was excellent.
- **Senior Examiners Conference:** The Conference in High Wycombe had received good feedback and was positive in terms of the direction in which the Association is moving.
- **JudoScotland:** Congratulations were extended to Ronnie Saez on his re-election as Chair.
- **Welsh Judo Association:** Congratulations were extended to Fred Prosser on his re-election.

CHIEF EXECUTIVE'S REPORT

- **Performance Pathway Manager:** James Thomas, Performance Director at Welsh Boxing, had been offered the role.

- **Performance Operations Manager:** Negotiations were taking place with Gary Henderson, who is currently acting in the role.
- **Governance:** It was noted that UK Sport and Sport England will shortly be on-site to conduct their respective audits with regard to governance processes and procedures.
- **British Judo Trust Golf Day:** This is a fund raising activity which is hoped to generate income to be used by the Trust to fund young athletes to attend the Centre of Excellence.
- **2015 European Championships:** A meeting had taken place with the BBC who confirmed that judo would be available on the red button with an additional 90 minutes of highlights which would take place just prior to the golf Masters.
- **Board Elections:** The Resolution passed at the 2012 AGM had been circulated and explained the process to follow for Board to achieve its intended composition. This year, one director position would be up for election.
- **Centre of Excellence:** The Chief Executive confirmed that initial discussions had taken place and the University of Wolverhampton was fully supportive of the expansion of the Centre of Excellence.
- **JudoStore:** Had been put out to tender. Board approved Adidas and Cimac as JudoStore and kit supplier.
- **Council Meeting: 14 June 2014**
 - **Refereeing:** Council expressed concern with regard to refereeing and referee development and expressed disappointment that there is no GB refereeing representation at European/International level. Mention had been made at the expense involved for individuals in revalidating their refereeing qualifications. Board agreed that Refereeing Commission would be reviewed independently.
 - **Dan Grading:** Clarification was required for the High Grade Review Panel on the EJU's requirement for a 'knowledge of Kata' for Dan grades. The Technical Panel was looking to introduce Kata for 1st Dan in a more meaningful way. Any proposed amendments and/or changes to the promotions and gradings system will be considered by the Technical Panel.
 - **Coach Revalidation:** Comment had been made regarding the expense of revalidating. It was confirmed that UKCC requires that coaches undertake recommended safeguarding and first aid courses as well as having a DBS check.

STRATEGIC PANEL: TECHNICAL STANDARDS

- **British Judo Internationals Club:** Board approved the recommendation for the establishment of a British Judo Internationals Club. Details will be circulated.
- **National Coaching Commission:** It was suggested that the Commission be reduced in size, for practical reasons; the National Coaching Commission and National Resource Group be separated in order to promote a fresh approach.
- **Promotions and Gradings Commission - Core Group:** Board approved in principal the appointment of a core group to operate until November 2014, to include Home Country representation, to review the backlog of gradings and make recommendations as necessary to the High Grade Review Panel for 7th Dan and above.
- **Promotions and Gradings Criteria:** Board agreed the criteria, in line with IJF criteria, for A classification in that a player will be considered for promotion if is he/she is placed first to third in an Olympic games and/or World Championships. Players must have maintained their BJA membership and have made a lifetime contribution to Judo. There were some promotions that had bypassed the BJA system having gone direct to the EJU/IFJ which the Chairman would pursue.
- **Coaches/Coaching Shortage:** This risk is identified in terms of growth of the Association as without suitably qualified coaches, member progress on the judo pathway is going to be limited.
- **Technical Officials Commission:** Concern was expressed regarding the appointment of officials for BJA competitions. This would be referred to the Technical Panel.

- **Under 8 Players:** Board discussed pathways for Under 8 judoka and acknowledged that Under 8s should not compete and noted that a number of randori and training events were organised for their benefit. The Technical Director is currently preparing a 'Pathway to Achievement' for Under 8s.

STRATEGIC PANEL: PERFORMANCE PATHWAY

- **European Championships, Montpellier:** Results were generally disappointing with only one fifth place.
- **Grand Slam, Baku:** Colin Oates had won gold with Sally Conway taking silver. There were good performances from the GB players for the level of competition. Natalie Powell finished 7th.
- **European Open, Madrid:** Gary Hall, Nekoda Davis and Megan Fletcher all finished in bronze medal position. Particular mention was made of Nekoda Davis who beat the 2012 Olympic Silver medallist and Max Stewart who beat the 2011 World Silver medallist.
- **Self-Funding:** Ashley McKenzie had self funded at the Havana Grand Prix and won bronze. Chris Sherrington won silver having beaten Okruashvili, the World no 4; Chris has been selected for the Russian Grand Slam in July 2014.
- **Hungry Grand Slam:** Natalie Powell won bronze.
- **Olympic Qualification:** The qualifying period started on the first weekend in June.
- **Kit Sponsors:** Adidas had been selected to provide kit for performance players who would be provided with competition blue and white kits for Rio in January 2016 giving them time to use the kit until close to the date Olympic Games when it would need to be returned for a short period for branding. VI players have a different qualification system and their kit will be branded seven months in advance of the Paralympics.
- **Competitions:** Russian Grand Slam is the next competition with the World Championships at the end of August 2014 and World VI Championships in early September 2014.
- **World Championships:** Final selection would take place after the Russian Grand Slam. Selection for the VI World Championships will be made this weekend.
- **Psychologist:** The appointment of a 0.2 FTE psychologist from EIS is imminent.
- **Performance Staffing Structure:** The Centre has grown really quickly in a short period of time. It is intended to implement a technical support pool of coaches who will work with Centre coaches to support on technical sessions.
- **VI Competition:** The Centre uses Home Country and domestic events for VI players and good feedback has been received from PMG. Players need to be further developed and will attend the VI European Championships next year.
- **Junior European Cup:** It is possible that a Junior European Cup will be held in 2015 alongside a training camp.
- **Self-Funding:** The policy has been changed so that self-funding athletes will travel with the GB team.

FINANCE REPORT

- **Destination Judo:** Is constantly being assessed. The programme will run until March 2015. A meeting had taken place recently with a further meeting scheduled for in August 2014 at which key decisions will be made. Destination Judo is being promoted further with a 'bring a friend' option.
- **Budget:** The budget will be reforecast in September and updated on a monthly basis thereafter.
- **BJA Audit:** The Audit was currently being undertaken.
- **Project Management:** Board approved the Policy incorporating amendments suggested at the last meeting.

STRATEGIC PANEL: ENHANCING DELIVERY

- **Membership:** There had been a decline since the last meeting of 1065 members. There does not appear to be a reason or trend other than the fact that many clubs were losing just one or two members which as whole, in terms of the effect on the Association was a considerable number. This impacts considerably on Sport England targets and ultimately on funding. The decline in membership also has an impact on income to the Association. It was noted that hockey, tennis and football are also in decline, athletics has plateau-ed, however, cycling, including recreational cycling, continues to grow.
- **Renewals:** The process within the Membership Team to prompt members for renewal had been very successful and well received by members.
- **Promotions:** Promotional Judo events had been arranged around the Commonwealth Games and Try Out events around the Queen's Baton Relay. A lot of player profile information had been taken up by the BBC. The 'first lesson free' launches as the Commonwealth Games starts.
- **Club Incentive Programme:** The four months pilot project had produced good results with the clubs which had taken part. A full review will undertaken and the programme will be proactively developed to work with local schools and colleges as well as continuing to work with clubs.
- **Grading Review:** A review will take place of membership profiles from ages 10 to 16 years in order to ascertain what grade players are when they leave the sport, in an effort to analyse the reasons for leaving and put measures in place to improve retention.
- **Behaviour Change Project:** Judo is one of only four sports which were invited to undertake the project, funded by Sport England. The project is now in its delivery planning stage with commencement of delivery in September to capitalise on exposure of Judo through the Commonwealth Games.
- **English Chairs Commission:** A delivery plan will be produced to align with the BJA's plan. The aim is for every Area to have a plan next year to outline their aims and how they intend to use their rebate.
- **Inclusion:** The Commission is aware of VI performance activities.
- **Masters:** Sunday, 13 July 2014 is the first national squad training at the Centre of Excellence.
- **Equality:** The final review had taken place with very positive results. Sara Hayes, is the Board Champion for the Equality Action plan and work surrounding it
- **GCSE Syllabus:** This is being reviewed by the Education Commission and once agreed will be presented to EdExcel to update their existing published syllabus.
- **British Schools:** It is hoped to implement a Teachers Award, ie, to provide qualified PE teachers an introduction to the basics of judo and encourage them to set up a six weeks course and then pass those children who wish to continue to a club.
- **British Schools Qualifying Events:** Concerns were expressed with regard to qualifying events being introduced in view of the fact that the British Schools competition was an excellent development event and was very popular with at least 100 entries on the reserve list each year. Board discussed the possibility of the competition being a two day event, although a review of the cost would be necessary to ensure the competition is financially viable. This will be pursued.