

MINUTES OF THE MEETING OF COUNCIL

HELD ON SATURDAY, 7 NOVEMBER 2015

AT 10.30 AM

GALLERY 2, EAST MIDLANDS CONFERENCE CENTRE

University of Nottingham, University Park, Beeston Lane, Nottingham, NG7 2RJ

PRESENT:

Dr George Kerr, CBE, 10th Dan, President, Chair
Dr Colin Draycott, Senior Vice-President
Mick Leigh, Vice-President
Richard Barraclough, Vice-President
Brian Davies, JP, Vice-President
Tony Sweeney, Vice-President and Universities Judo
Eddie Awford, English Areas Representative
Darren Dean, Welsh Judo Association
David Allen, Western Area
Peter Blewett, London Area Representative
Nick Fletcher, Northern Home Counties
Harry Holt, North West Area
Denise Oates, Eastern Area
Alan Rickard, Southern Area
Ronnie Scott, Northern Area
Alan Stanbra, Yorkshire/Humberside Area
Jim Mackenzie, Army Judo
Matt Clempner, Police Sport UK

IN ATTENDANCE:

Andrew Scoular, Chief Executive
Sally Hurman, Executive Assistant

APOLOGIES:

Bill Berry, MBE, JudoScotland Representative
Robin Newett, Northern Ireland Representative
Nadia Minardi, London Area
Roger Houston, Midlands Area
John Thacker, Royal Navy Judo
Samantha Smithson, RAF Judo

1 WELCOME

The President welcomed all Council members to the meeting and Council members made introductions.

The President advised Council that three members of the Board of Directors were present at the meeting:

Eddie Awford, in his capacity as England Areas Chair
Peter Blewett, who was representing the London Area
Alan Rickard, newly elected Director

2 RESPECTS FOR COLLEAGUES AND FRIENDS WHO HAVE PASSED AWAY

To include: Jeff Archer, Royal Army Physical Training Corps

3 MINUTES OF THE COUNCIL MEETING HELD ON 4 JULY 2015

The Minutes of the Council meeting held on 4 July 2015 were approved as a correct record.

Proposed: Alan Stanbra

Seconded: Dave Allan

4 MATTERS ARISING

There were no matters arising.

5 CHIEF EXECUTIVE'S UPDATE

5.1 Restructure

The Chief Executive gave the background for the necessity for a restructure in that Sport England funding had been significantly reduced and the additional funding anticipated was significantly lower than anticipated resulting in a staffing restructure and programme cuts. There is now one Sport Director, Colin McIver, and the technical and delivery roles have been merged into one section with three Regional Delivery Managers and ten Regional Delivery Officers.

The Association has lost seven staff: Steve Gawthorpe and Liz Burdis have taken voluntary redundancy; Terri Elliott, Steve Fraser, Jeff Hynds left yesterday through redundancy, Matt Divall will leave mid-November 2015 and Mark Beecher left on 30 October 2015 at his request, again through redundancy. Formal notification has been put on the BJA website. The Association was supported by a specialist HR consultancy throughout the process which was funded by Sport England.

Colin McIver met with Area Chairs yesterday to inform them of the change in structure and to discuss how the Association will operate, work with and support Areas in the future. He will meet with staff to fully discuss operations on Thursday next week. The Chief Executive emphasised that it is critical to create synergy between the Association and Areas and that all must work closely together on the talent and performance aspect; James Thomas, Performance Pathway Senior Manager will take on that pathway and ensure a much stronger link into the performance centres and AASE programmes to tie in with Excel programme; each of the Regional Delivery Officers will ensure that the pathway is operational. Joyce Heron has taken on technical responsibilities and will have an overview of the talent aspect linking with James Thomas; the Association needs its coaches and coaching support for the development programme for young athletes through to national programmes. Coach education and revalidation will be reviewed with the aim of making it much more flexible, accessible and less costly in order to support the membership to achieve coaching qualifications.

The Association must still grow other opportunities to generate its own income as it is likely there will be further reductions in funding; as well as reducing staff costs, a further 10% reduction in expenditure is needed across the whole Association. The Comprehensive Spending Review is likely to cut the Exchequer budget by between 25% – 40 % which will impact future spending significantly.

In terms of structure the Chief Executive confirmed:

- **Sport Director:** Colin McIver, who will be responsible for the Community Delivery Department.
- **Technical Manager:** Joyce Heron, who will be responsible for technical, coaching, refereeing and Destination@BritishJudo.

In terms of Regions:

- **North East/Midlands Region:** Dave Horton-Jones, Regional Delivery Manager, will be supported by Regional Delivery Officers: Laurence Kenyon, Matt Watkiss and Dermot Heslop.
- **Western Region:** Jo Walker, Regional Delivery Manager, will be supported by Regional Delivery Officers: Kerry Tansey, Keith Merrick and Sandra Klinger.
- **London/South East Region:** Nicole Nunn, Regional Delivery Manager, will be supported by Regional Delivery Officers: Sam Dunkley, Chris Doherty, James Woodland and Nick Shepherd.

The three Regional Delivery Managers will ensure cross-boundary liaison and interaction.

Each member of staff will have national responsibilities, for example, Dave Horton-Jones will also retain responsibility for promotions and gradings, Keith Merrick for referees. Colin McIver will work with staff to ensure all areas of responsibility are covered.

The Chief Executive stated that it had been a very difficult time for all staff and stressed that the Association sincerely regrets the action that has been necessary as a result of the reduction in funding and asked Areas to bear with staff over the coming weeks until the Association returns to the position to streamline and deliver a good service and continue to improve relationships with Areas. The President added that all sports had been affected by cuts in funding and acknowledged that this was not an easy process to have to go through.

The Chief Executive undertook to circulate the presentation to Council members.

ACTION: AS

6 AGM 2015

Papers for the AGM had been circulated and were taken as read. There were no queries. The Minutes of the AGM would be amended to show that Harry Holt is the representative for the North West Area.

7 ELECTION OF BRITISH JUDO ASSOCIATION DIRECTORS

It was noted that four people had been put forward to the Council Nominations Panel who met by conference call on 2 September 2015. One candidate did not meet the set criteria. The notes of the Panel meeting had been circulated.

In view of the fact that there are three Board vacancies and three candidates, the membership has been consulted in the form of an AGM resolution as to the unopposed election of the three candidates, as per legal advice. The three candidates are:

Peter Blewett, standing for re-election
Andrew Haffner, standing for re-election
Alan Rickard, standing for election

7 BRITISH JUDO ASSOCIATION CONSOLIDATED ACCOUNTS 2014/15

The Annual Report and Accounts had been circulated and were tabled. The following queries were highlighted:

- **17: Related Party Transactions – Sponsorship Income from Combat Sports Federation:** The Chief Executive clarified that this was £12,000 of sponsorship retained following negotiation with UFC after the withdrawal of the European Championships.
- **16: VAT Repayment (£131K):** The Chief Executive confirmed that this was a one-off payment, however, VAT claims amount to circa £40K each year going forward. The declaration of interest of John Turnbull-Kemp being the husband of Maria Turnbull-Kemp, Finance and Operations Director, was noted. The Chief Executive undertook to clarify whether Areas are VAT exempt. **ACTION: AS**
- **Principal Activities – Governance:** The Chief Executive confirmed that amber ratings were around Board assurance elements as set by Sport England, there are 14 sections each with seven or eight sub sections; amber ratings had highlighted areas around Board training, Board skills and evaluation. The Chief Executive undertook to circulate to Council members the Executive Summary for this year's Assurance submission. **ACTION: AS**
- **Year-End Position:** It was noted that the Association had a positive year-end outcome in the sum of £97K mainly due to the VAT reclaim.

The query was raised as to whether licence fees would increase this year; the Chief Executive stated that next year's budget was being re-forecast following the restructure and programme cuts and no increase in licence or grading fees was anticipated.

It was suggested that expenses for Association business be kept to a minimum in terms of staffing costs and venue hire. The Chief Executive confirmed that the Association was conscious of the need to reduce costs.

It was **AGREED** that the BJA Annual Report and Accounts 2014/15 be ratified.

Proposed: Alan Rickard

Seconded: Harry Holt

8 ANY OTHER BUSINESS

8.1 British Judo Trust (Brian Davies)

Brian Davies stated that as a result of the current economic situation the Trust had dealt with numerous requests for funding. The Trust now is really struggling in terms of income and Areas are asked to encourage clubs to donate the £1.00 to the Trust as per the membership and membership renewal fee which would make a considerable contribution to income. Attitude of performance team in all ways is commendable. Brian Davies thanked Selina Miller for her help with Trust business over the year. **ACTION: AS**

The following suggestions were made:

- The Trust needs a greater presence on the website
- Members should be asked if they would like to donate over the 'phone when called about membership renewal
- British Judo should have a 'Red Nose' type fund-raising activity day to raise funds.

The Chief Executive undertook to pursue.

8.2 Performance Athletes (Harry Holt)

The discussion arose following discussion about Trust funding and related to funding for athletes to train full-time and compete. The Chief Executive confirmed that if athletes meet the required

standard for full-time training, they are eligible for funding; all podium athletes are funded. However, to receive funding, they must be based at the British Judo Centre of Excellence in Walsall.

8.3 The Late Roy Inman, OBE

The President had been approached by a number of people who suggested that the Association should do something for Roy Inman's wife in same way it got funding together for Elvis Gordon's wife, in view of the fact that Carole Inman had support Roy and 'the World Championships girls' wholeheartedly throughout his judo career. The President had spoken with the Chairman and Chief Executive and it had been agreed that a trophy would be presented in memory of Roy Inman by the World Championships girls to his wife.

8.4 Military Partnership (Jim Mackenzie)

Jim Mackenzie on behalf of the UK Armed Forces confirmed that their facilities would be available to British Judo for use for events and/or training, coaching/refereeing courses, free of charge. Peter Blewett expressed his appreciation and would welcome further information.

The Chief Executive undertook to ask Colin McIver, Sport Director and Gary Henderson, Head of Performance Operations to liaise with Military Affiliate representatives in order to build relationships and take the offer of facilities forward. **ACTION: AS**

8.5 Kata (Mick Leigh)

Mick Leigh stressed the importance of Kata to judo. He acknowledged that 'a knowledge' of the Kata is required for coaching qualifications but felt that it was much more important to have a working, technical understanding. Harry Holt concurred with Mick Leigh as did other Council members, and stressed the need for Kata but acknowledged that the base to widen the scope for Kata was limited. It was suggested that if Kata elements were included in all grades at Area level through senior examiners and kata examiners, this would achieve technical excellence. Colin Draycott pointed out that a for players who do not wish to compete, Kata, as an important part of Judo, is an excellent alternative.

It was noted that Dennis and Tina Penfold, both IJF standard in Katas, have resigned from the Kata Commission, both feeling they are not valued. As Chair of the Kata Commission, Eddie Awford commented that progress has been made in Kata in that there have been 30 Kata courses and/or workshops with 511 participants. Sean Nuttall has recently qualified as IJF Kata judge. The Association has been represented at 11 Championships and also one World IJF and six IJF Kata Championships. Ronnie Scott pointed out that the Special Olympics were intending to incorporate Kata in the next Games.

It was **PROPOSED** that Kata should be brought back at green belt level and pursued through the Dan grades.

Proposed: Alan Rickard

Seconded: Jim Mackenzie

Eddie Awford would meet with Mick Leigh and Alan Rickard after the Council meeting to pursue discussion. **ACTION: EA**

MickL: I bleive now European and IJF level champs believe that ijf will try to get kata into the olyumpics at some poin in the future.

Goergo to raise wth board: kata **ACTION**



THANKS

ENDED 11.31

DRAFT