

**FINAL
BRITISH JUDO ASSOCIATION (BJA)
MINUTES OF THE MEETING OF THE BOARD OF DIRECTORS
HELD ON 25 AUGUST 2020 10:00AM
KUDHAIL HOUSE MEETING ROOM & VIA ZOOM**

PRESENT:	Ronnie Saez, Chair	(RS)
	Peter Blewett	(PB)
	Loretta Cusack-Doyle	(LC-D)
	Malgorzata Grzyb	(MG)
	Ryan Wilkinson	(RW)
	Neil Fletcher	(NF)
	Claire Lish	(CL)
	Andrew Haffner	(AH)
IN ATTENDANCE:	Andrew Scoular, Chief Executive	(AS)
	Colin McIver, Sport Director	(CMcl)
	Sajid Hussain, Head of Finance & Operations	(SH)
	Nigel Donohue, Performance Director (in part)	(ND)
	Dan Wilson, Sedulo (in part)	(DW)
	Ben Pollard (in part)	(BP)
	Adrian Bassett (in part)	(AB)
	Justine Lynch, Executive Assistant	(JL)
APOLOGIES:	Fred Prosser	(FP)
	Graham Campbell	(GC)
	Bill Taggart	(BT)
	Alex Slade	(ASI)

No	ITEM	ACTION
48.1	WELCOME	
	The Chair welcomed and thanked everyone for attending the meeting.	
48.2	APOLOGIES	
	RS informed that apologies had been received from GC, BT and ASI. FP attempted to join via Zoom but experienced technical difficulties and was not able to participate, therefore apologies to be noted. Also, NF advised that he may need to leave the meeting at various points to attend other work related meetings.	
48.3	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.	
48.4	ANY MATTERS FOR ANY OTHER BUSINESS	
	No matters for Any Other Business were raised.	

48.5	MINUTES FROM PREVIOUS MEETINGS HELD ON 30 JUNE 2020	
	<p>The Minutes from the previous meeting on Tuesday 30 June 2020 were approved as an accurate record of the meeting.</p> <p>Proposed by PB Seconded by LCD</p>	
48.6	ACTIONS ARISING FROM PREVIOUS MEETINGS (NOT INCLUDED ON THE AGENDA)	
	<p>42.6 Actions Arising from Previous Meetings – Dan Grade Register CMCI informed that despite attempting to obtain this information on several occasions, it has still not been received. Action: AS to contact Darren Warner</p> <p>44.10 Strategy Meeting & 45.8 Strategy Update AS advised that these two actions have now been combined and 45.8 marked as complete.</p> <p>45.11 Chief Executive's Update PB said that he had been in contact with Gerry Gualtieri who had advised that Ben Pollard (BP) had not been in touch with him in regard to the payment processing system. Action: AS to follow up with BP</p> <p>47.9 Risk Register – Diversity, Inclusion & Equality Steering Group AS updated that invitation letters had been sent to SH, Simone Callendar, Dennis Stewart and Jad Harris. Also, there had been a good response to the advertisement for volunteers to join</p> <p>47.10 Chief Executive's Update – Government Guidelines AS advised that areas such as the Isle of Man, Jersey and Guernsey all have their own guidance and that the Isle of Man had returned to Judo for some time, with no new cases recorded.</p>	<p style="text-align: center;">AS</p> <p style="text-align: center;">AS</p>
48.7	STATUTORY ACCOUNTS SIGN OFF AND AUDITORS MEETING	
	<p>At 10.15 am, RS welcomed Dan Wilson (DW) from our accounting firm, Sedulo, who joined the meeting to provide a summary overview of the Statutory Accounts. Key areas DW highlighted and discussion points were:</p> <ul style="list-style-type: none"> • The overall surplus at year end is just under £92k which is a good increase on the previous year, with all areas of the Association contributing to this; • There had been a large reduction in overheads; • The BJA accounts currently incorporate Competition & Events; • The balance sheet reflects a healthy position on the consolidated income statement; • In the ongoing concern section, Covid-19 is mentioned; <p>RS thanked DW for his overview and turned to RW as Chair of the Audit & Risk Committee for comment. As RW was experiencing issues with his microphone at this point, SH responded that it had been a very positive year prior to the lockdown due to Covid-19 adding that the year had ended with us having a good surplus and a healthy amount in reserves which would assist with the issues that the pandemic has presented.</p>	

	<p>SH highlighted that membership income has increased from last year which is because of the way income is now being declared. The accounts now show full membership income including rebates. Additionally, there is a note detailing the amount that is paid in rebates to the Areas. SH added this will be detailed in the Annual Report going forward.</p> <p>With regard to UK Sport (UKS) funding, we will be carrying forward £113k which is underspend due to camps and competitions being cancelled. UKS are allowing us to reallocate the funds across the Association. RS commented that the negative results from 2019 have been reversed, this had been a successful year and that ending with a surplus of £92k was very positive.</p> <p>RS then confirmed with the Board members that they had no further questions for DW. RS concluded by passing on his thanks to AS, SH and the Finance Team for their hard work during the year and for producing a good set of accounts. NF added that he would also like to pass on his thanks to SH and his team. RS then thanked DW adding that he felt there had been a good relationship built in this first year especially in the current circumstances and having to complete the audit remotely.</p> <p>Decision: Board agreed the Statutory Accounts were a true and accurate record of the financial transactions for 2019 to 2020 and were happy to sign them off.</p> <p>DW then thanked the Board for their time and left the meeting.</p>	
48.8	CHAIRMAN'S REPORT	
	<p>RS opened by informing the Board that he had been contacted by a number of coaches who are concerned that other martial arts, especially Brazilian Jujitsu, who are already doing full contact training, will attract judo players who may at some point return to judo and present an undue risk. Also, should there be an outbreak in jujitsu, this could reflect negatively on other contact sports. RS has raised this with AS who is part of a Combat Sports Group with the other contact sport NGB CEOs. They have confirmed that the NGB clubs are not participating in full contact training at the moment.</p> <p>RS continued that it is important we publish a strong message that we will take action against any clubs that are not adhering to the guidelines. Feedback that RS has received is that the UK coaches are generally happy with the BJA and the Home Nations in regard to the guidance and communication they are receiving from us and appreciate the attempts we have made to contact members and build the judo community.</p>	

RS then moved on to the Diversity, Inclusion & Equality Steering Group stating that this has also been viewed very positively by the membership in that the BJA had acted quickly getting this established. Next steps are to conduct an assessment of the problems we currently have and how we bridge the gap from where we are now and where we want to be.

RS advised that Sport England (SE) Chairs Meetings were no longer taking place which RS presumed was because there isn't anything to update on and as yet there is not a definitive route map for a full return to sport. There is a UKS Chairs Meeting scheduled for September. Also there is a Sport & Recreation Alliance Chairs Meeting week commencing Monday 31 August. RS continued that all NGBs are going to face the same problem next year of lower membership and therefore less income generation. RS intends to raise this with the Chairs in order to highlight funding requirements for NGBs next year to SE. This will entail work being carried out to determine the extent of the issues and he believed this would be perceived positively by SE.

RS concluded his update and asked the Board members if they had any questions.

RW raised the players returning to jujitsu and that he believed they were doing this within a family bubble and therefore within Government guidelines and should not be discouraged. AS responded that you are allowed to train in your bubble but must maintain social distance from the other people in attendance. Adding that there are clubs not affiliated with the NGB operating underground and not complying with the guidelines. RW then queried if this could not be promoted in the BJA guidance. CMCl responded that it is in our guidance and there are already some clubs that are operating and demonstrating good practice being well organised and adhering to the guidelines. AS commented that the Combat Sports Group he is a member of and Public Health England (PHE) are aware of this and the group have approached PHE jointly with a request for an exemption to allow full contact training. NF added that the issue is if Covid-19 spreads from these splinter groups, all combat sports will be tied with the same brush. NF also agreed with RW that children were happy to be back training and doing so in family bubbles should be encouraged.

NF continued that at the moment DCMS's main focus is the reopening of theatres and entertainment and until then sport will be at the back of the queue. NF added that he would attempt to get some more information and report back to the Board.

AS commented that as of week commencing Monday 31 August, Scotland are allowing u12s to do full contact training. PB responded that there is a lack of detail and clarity with the Department of Education stating that the risk is low to young children, especially u11s. PB added

	<p>that this would therefore seem to be a good age group to target once we are allowed back to full contact training. Also, there is a risk of losing out to sports that are able to adapt quicker so there is a need for us to move quickly and be inventive to attract judo players back, especially as there may still be some hesitance. NF agreed adding that he knows parents are still apprehensive about bringing their children back to the dojo until there is more clarity. NF then queried if the Combat Sports Group would be able to contact DCMS to explain. AS responded that the exemption request was sent to PHE 2 weeks ago but as yet no feedback had been received. It is expected to take 3 to 4 weeks. NF commented that the guidelines are based on the past 2 weeks data but hopefully once the new track and trace technology is in place, this will enable clubs to monitor their members better.</p> <p>LCD commented that she agreed with the points raised adding that the most important issue is to protect the image of the BJA and ensure everyone follows the guidelines to maintain the reputation. RS agreed that we all need to adhere to the judo values and to depart from the guidance damages the sport as a whole in the long run but RS believed that the majority of the clubs understand this.</p> <p>MG queried what level of support is being provided by SE. AS responded that the Combat Sports Group was originally ourselves, boxing, wrestling and taekwondo and the group had approached SE stating that due to the nature of the sports, they were all likely to be the last to return to normal. The group now also includes jujitsu and karate with a combined membership of 800,000. The group worked with James Worth, Head of Participation at DCMS, to produce the exemption request paper that has now been submitted to PHE. There has also been extensive work with Lucas Carlisle (LC) at SE with regard to funding. John Harrison at SE has also assisted us with our submission to the Inequalities Fund. This application has been signed off by the directors at SE but we are still waiting to find out exactly how much we will receive – it will be between £75k and £150. This funding will be used to help clubs get back up and running. AS concluded that SE have been very supportive with regard to funding, also LC and SH are in positive discussions with regard to the risk posed next year due to their being a reduction in deferred income.</p> <p>At this point, CMCI raised our strategy and that SE were being very helpful here too. SE have advised that we can base our objectives on how we can contribute to social outcomes. We have also provided them with a lot of insight into what will be required.</p> <p>RS commented that the above activity is very positive and encouraging that we have built on our relationship with SE.</p>	
48.9	RISK REGISTER	
	Risk No.12 & Risk No.14: AS advised that these 2 risks have been marked as linked now on the Risk Register as they are both in	

connection to income from membership. AS added that there are 69 clubs opened up to 15 August and it is hoped that this will increase significantly in September.

Risk No.15: AS stated that non-compliance with guidance is a major concern. A message has been published on the website but this may need to be reinforced more vigorously as any lapse affects all of judo and potentially funding.

PB queried what the data protection issues were in regard to track and trace, ie: if a member of PB's club tested positive, how would this information be shared. CMCl responded that currently it is not known what information the clubs are able to share but an electronic pilot is being carried out in the next few weeks, but this is not information we have requested from clubs previously. CMCl continued that he believed if a club had to close down due to a case of Covid-19, it would be the club's responsibility to contact the BJA. AS added if there is a positive test result at a club, they are required to inform all members and quarantine for 14 days.

PB then raised whether people may feel a pressure to lie and whether it is actually possible to enforce self isolation and that he believes the clubs need additional information and guidance. AS agreed this was a good point and required clarification. CMCl commented that everyone needs to follow the Government guidelines. If a club has a spike, they will be required to conduct a deep clean, which is expensive. CMCl added that a lot of clubs are not restarting until the guidelines have been relaxed and as of today there are 93 clubs open but only 20% have actually started any activity due to venue restrictions, ratio allowed on the mat etc. Also, there has been contact from a number of clubs who want to break the rules. RS commented that there is a similar impetus to move things forward quickly in Scotland and the move to full contact for u12s should have a dramatic impact. CL commented that it can be over 72hrs from someone showing symptoms and getting a test so unclear what the protocol is there. Board agreed.

Risk No.2: MG raised this risk which is in regard to Performance and the Olympic Games next year, querying if there was any concern around if they would not go ahead. Also, what are the risks on the Performance Programme if they are cancelled. AS responded that from British Olympic Association (BOA) and International Olympic Committee (IOC) perspectives, they are not expecting them to be cancelled with a worst case scenario that they will go ahead but without spectators. AS added that our athletes are developed at the World Tour which is currently on hold and not expected to commence again until 2021. UKS have stated they are expecting a vaccine to be available in December which will be administered to the vulnerable first and elite athletes in January. There is however some concern with regard to potential side effects of the vaccine on athletes. LCD queried how the vaccine would affect anti-

	<p>doping testing. AS responded that it is not expected to have any performance enhancing effects but may act as a masking agent. With regard to athlete development, they would miss a multi-sport championship but there is still the Commonwealth Games in 2022 and therefore AS is not concerned about a lack of preparation for Paris 2024. The main concern is for athletes for whom Tokyo was to be their last Olympics.</p> <p>11:23 Break 11:33 Meeting reconvened</p>	
48.10	CHIEF EXECUTIVE UPDATE	
	<p>AS said he would he take his update as read but did have a couple of items to highlight.</p> <p>Safelandings: Based on the feedback from the previous Board Meeting, two further amendments had been made to the Safelandings document, which had been circulated along with the Chief Executive Update. AS sought confirmation from the Board that they were now happy with the document and if it could therefore be signed off.</p> <p>RS commented on the first amendment and that “them” in the second paragraph should be changed to clarify that “them” is the Board.</p> <p>With regard to the second update, RS commented that this is a significant change to what had previously been stated. AH commented that the circumstances for having an expulsion reviewed read as both criteria needed to be fulfilled not one or the other. RS questioned if new evidence came to light within 3 years that put the decision to expel into doubt, would that person still have to wait for 3 years to have their case reviewed. PB responded that previously there had not been any allowance for redemption and that the policy had read that you were never allowed to join the Association again following an expulsion. MG queried the rationale behind 3yrs. PB replied that this had seemed to be a reasonable passage of time to reconsider a case. RS then summarised that there are a few uncertainties in the amendment that require clarification including if it is “and” or “or” with regard to the change in circumstances., adding that RS is not seeing this as negative and that he is comfortable with the intent, just a departure from the previous policy. AH agreed that currently it reads that everyone can appeal after 3 years</p> <p>Action: AS to clarify with Keith Eldridge and present it to the Board again at the next meeting</p> <p>Appeals Process: AS advised that himself, ASI and Peter Holme had worked together on updating this and the key updates are on terminology. NF added that himself and ASI had carried out the last appeal and ASI had identified areas that needed updating from a legal perspective. AS wished to pass on thanks to ASI for his excellent work on this.</p>	<p>AS</p>

	Decision: Updated Conduct & Complaints Policy approved.	
48.11	AUDIT & RISK	
	<p>RW updated that the Audit & Risk Committee (A&RC) had met on Tuesday 4 August and most of the items discussed had already been covered earlier in this meeting.</p> <p>The biggest issue RW wished to raise is Destination Judo (DJ) which is no longer viable in its current format due to the impact of Covid-19. RW then handed over to SH for him to talk the Board members through the figures.</p> <p>SH advised that at the Covid-19 Emergency Board Meeting in March he had presented a forecasted budget that showed DJ would make a loss of £167k which was the maximum loss the Association would be capable of absorbing. Now, with the lockdown continuing longer than anticipated, also one coach being dismissed and another resigned plus DJ venues are some of the last to reopen, SH and CMcl had reforecast the predicted loss from DJ and this now stands at £270k. This is too much for the Association to carry. SH continued that if DJ is closed down now the Job Retention Scheme can be utilised to pay part of the salaries for their notice period which would be up to 31 October. SH concluded that this gave the opportunity to review the model and once we are able to restart, launch it in a different format and perhaps target more affluent areas.</p> <p>RS thanked SH for the summary and asked the Board for any comments or feedback. PB responded that this was the correct decision economically and queried if there was a way to capture the journey of DJ to be used as a learning for when it is restarted. AS responded that at the moment it is being “mothballed” and yes the positive learnings will be captured and applied to areas we believe it will be easier and quicker to re-establish. AS continued that the coaches had been approached and asked if they would like to take on their hubs themselves, but none of them do. There have also been discussions with NEST about taking over the programme and Marc Preston has expressed an interest in taking over 1 or 2 of the hubs RW queried if there would be any issue with the funding we had received from SE for DJ. AS confirmed there would not be an issue and if there was, it would be a very small amount we would be required to pay back. AS expected SE to allow us to reallocate the funding. SH added that SE are very supporting and agree it is the correct decision.</p> <p>Decision: Board agreed to mothball Destination Judo.</p>	
47.12	FINANCIAL UPDATE	
	SH updated that we are currently £10k better off than budgeted for. Membership income in Q1 was just over £10k which was £4k better than	

	<p>budget. We have £210k in deferred income but this would become a big risk for the next financial year. SH is in discussion with SE on this and they are looking into what support they may be able to offer. We have so far received £66k from the Job Retention Scheme.</p> <p>With regard to DJ, this currently showed a loss of £40 and SH expected this to be £90k loss including the redundancies by October. Competition & Events (C&E) is expectedly quiet. SH added that C&E would be closed down by the end of the financial year as agreed at the February Board Meeting.</p> <p>SH then referred to page 12 of his report where it shows the loss of income, which is £321k. SH is closely monitoring the income over Q2 to identify any income that could be put aside and assist next year. Currently, the Association has a healthy cash balance of approximately £900k.</p> <p>AS added that the key thing we are trying to do at the moment is to be secure by March so that we are able to put some money to one side for next year. SH informed he will be reforecasting the budget in September which will project a £50k to £70k loss for this year but he is hoping to reduce this with assistance from UKS and SE. UKS have confirmed any savings made this year can be carried forward to next year.</p>	
48.13	DIGITAL UPDATE	
	<p>BP ad AB joined the meeting.</p> <p>BP shared his screen with the meeting. BP opened by informing the Board that the branded facemasks had been selling well. AS added that Board members would be sent one in the post. BP then moved onto the BJA website advising that the Safeguarding section is being updated to make it more user friendly. Also a safeguarding reporting tool was going to be added that would send any reports directly to KE and Marina Dain. With regard to other social media content, BP would be engaging with the elite athletes again once they moved into the next stage and they are also getting good feedback on the Final Block podcasts that are being produced in conjunction with Performance. BP added that the feedback being received from grassroots level on our online content has generally been very positive.</p> <p>MG raised the podcasts and whether it was a different area of the Association doing them each time. BP replied that so far Denny Roberts had done one on coaching; Kate Howey on her Olympic experience including being the flag bearer; Colin Oates's podcast was on the transition from athlete to coach; Neil Adams' covered his career and how he battled with mental health issues and the last one was Jo Banks and John Prescott on what it has been like working on the NHS front line .</p>	

AB then moved on to the digital strategy he has been producing and shared his presentation with the Board. On the analytics slide, MG queried what level of analysis has been carried out to see what impact the digital plan has had so far. AB responded that it is easy to monitor traffic through the website and the Covid-19 microsite has been very popular. Although, this does not necessarily provide a picture going forward, it does show that in the kind of situation we are currently in, members do want information. AB then handed back to BP to provide more information on social media engagement.

BP advised that we are able to monitor click through and engagement levels. During the past few months himself and AB have tried to think out of the box and be more creative. Some of the campaigns have been successful, some not so but all this information has been used to assist with more targeted social media content. Home workouts have been successful, showing us that animated content is more popular than static. MG asked if there had been any content specifically targeted at keeping females engaged and increasing our membership there. BP responded that it is possible to look into this demographic. AB added that if it was possible to obtain more funding, this area could be looked into in more detail to find out which platforms genders were using, eg: it is likely there are more females using Facebook than males.

AB then turned to AS with regard to budget. AS advised these are estimated costs that we will be presenting to SE but currently we are still waiting for the SE Renewal Fund to open so that we can submit an application. AS continued that we will also have Club Grant Scheme funding and Inequalities Funding that will be utilised to support the clubs. Also, there will be savings made by going down a more digital path and AS is hoping to make some money saving Governance changes such as a virtual AGM.

MG commented that she thought the Judo United artwork and name were a good concept that could capture many areas and had the potential to be a successful campaign.

PB asked about when we approach SE for money and what the reach is that we will be looking for. AB responded that his understanding is that this will be a joint discussion to agree this but it is about membership numbers both recruitment and retention. AB added that the social media targets are important but not everything, it is better to have engagement from the followers you have. Also, SE are changing their approach with regard to targets and KPIs. AS added that this campaign will be about our reach and how we can engage with individuals. Also, to revert to MG's point, about how we can do more specialised and targeted campaigns. RS agreed it is the quality of the engagement which is important. BP added that there is now a need for a strategic approach to how we target members looking at which clubs have the capacity to grow and which would prefer to keep the number of

	<p>members they currently have. AH queried how BP was collating this information. BP advised that CMcl and Joyce Heron were providing this from the CRM and the surveys they had carried out with the clubs. AS added that Bilal Anwar had assisted with collating relevant information from the CRM for our Inequalities Fund bid which had been successful.</p> <p>RS thanked BP and AB commenting that it was good to see the progress in this area that had been made during lockdown.</p>	
48.14	SPORT DIRECTORATE UPDATE	
	<p>CMcl shared his presentation on English membership projections.</p> <p>As the presentation showed, CMcl reported that the current forecast is bleak and a re-budgeting exercise would be undertaken. CMcl added that it is difficult to run classes with the different levels of judo.</p> <p>CMcl moved onto the Introductory 3 Month Membership proposal. A paper on this had been circulated prior to the meeting. MG requested clarification on the terms for this. CMcl responded that there was a 3 month introductory free membership and it was hoped that during this period they would become engaged in the sport, wish to continue and buy a membership; also that their membership provides them with insurance if injured and other benefits associated with a membership. CMcl continued that one downside is that we lose income at the beginning but now is a good time to try it out as membership income is down anyway. This will also provide us with statistics on how many people join the scheme but leave without taking out a membership. RS commented that this is a very welcome initiative for clubs as at the current time any assistance we can offer will be appreciated. As this had already been approved at a previous Board Meeting, RS confirmed he was happy for this to be launched unless any other Board member had any objections. AH confirmed he agreed this was a good idea and it is key to show people during this period what they are getting for their membership fee beforehand and an opportunity to promote initiatives such as getting more girls involved and potentially bringing parents to the mats too.</p> <p>MG asked whether there could be research/survey into why those who try judo don't then become a member. AS responded that this is something that BP is already working on including lapsed memberships.</p> <p>CMcl added that there needed to be a review of our grading scheme so that it aligns to our 4 year strategy which work is commencing on in September. CMcl added that this is a wider discussion and the Promotions Commissions does not have the breadth to carry this out. RS agreed and said it should fall under the remit of the Judo Commission, that is being formed by Spring 2021 and would include some of the judo directors. RS continued that there have been issues on</p>	

	<p>the grading systems and the review will also enable us to gain more engagement by liaising with the coaches. It was agreed this was a long term project and that it should be revisited in Spring 2021 when there should be more confidence in participating in judo and the Judo Commission will be in place by then.</p> <p>Action: Full root and branch review of the criteria for gradings to be carried out in Spring 2021</p> <p>CMcl then moved onto DJ, saying that it had been a difficult decision to make the staff redundant but himself, JH and SH are trying to help them as much as possible, eg: offered them a good price to buy any equipment they wish to keep; extended the notice period for some of them and also offered retraining. Their last day will be 31 October.</p> <p>RS confirmed there were no further questions for CMcl.</p>	CMcl
48.15	PERFORMANCE UPDATE	
	<p>ND updated that the Performance Department had carried out video calls with all the athletes at the end of June to ascertain if they were happy to return to the Centre to train. The majority were then at the Centre for outdoor training for a few days which gave the Performance Leadership Team the opportunity to check and challenge the measures that had been put in place to adhere with the guidelines. Following that the Performance Team and the athletes took a week off to reconnect with friends and family. The week after saw the start of Phase 2 and a return to indoor training with 4 groups split into 2 hour blocks with no transition or cross over between the groups. ND added that so far, everything was going very well.</p> <p>ND continued that one significant observation from the data that is being collated, is how much more of a toll the training is taking on the athletes bodies than was anticipated. Therefore the development programme was put on hold to ensure there was not too much pressure on the athletes.</p> <p>As of the following week, the athletes would be split into 2 groups – male and female and there would be a slow introduction of more coaches. ND added that everything is generally going very well but both the athletes and the coaches are looking forward to being able to have longer training sessions.</p> <p>With regard to competition, ND advised that the programme was being reviewed but that he did not anticipate a return to competition until 2021 and no Olympic qualification events would be confirmed until the IJF released its calendar. ND concluded by saying that the Performance Team are looking into what gains can be made up to December and for the Paris cycle, taking advantage of this extended training block.</p>	

	<p>RS raised that the EJU have announced a European competition in November. ND confirmed they have and also one in Croatia for which entries have increased but they have not received any outlines for it. ND added that he thinks other countries may be panicking about not attending competitions but his paramount objective is to keep all the athletes safe and he does not believe it is safe for them to travel yet. There is also consideration to be given to if someone gets injured or falls ill and whether they will be covered by insurance. ND added that he does not feel in any rush to return to travelling. LCD agreed that the athletes welfare should be the primary focus and that it was realistic to not expect to return to competition until next year. NF added that the long term effects of the virus are still not fully understood. ND responded that there is some guidance that if an athlete has had the virus, they should not return to training for a minimum of 3 months.</p> <p>ND then raised moved onto the IFJ protocol that has been released, adding it is very comprehensive. The athletes need to PCR tests 5 days prior to an event and 24hrs in a hotel where they will take a Covid-19 test. The test will cost approximately £200.</p> <p>RS thanked ND for his update and confirmed there were no further queries from the Board.</p>	
48.16	ANY OTHER BUSINESS	
	<p>AS raised the British Championships that were due to be held at EiS which is an expensive venue and that he felt if we were able to host events, they should be smaller and perhaps held at the University rather than EiS. AS continued that he thought we should air on the side of caution but a decision was needed by the end of August if we want to cancel EiS. AS opened this up to the Board for their thoughts. RS suggested holding one of the weekend and running a simplified event with cadets, juniors and seniors all on the same weekend which would also reduce the burden on everyone and the officials, but it still might be a struggle to get adequate officials. The other option is for smaller events at the University or a one weekend event there. AH responded that to attend this in December you would need the players training by the end of October, which may not be the case. Also, putting the 3 categories together, would make this difficult and long days from a technical point of view. AH suggested moving to February/March 2021 so that players still have the opportunity to become British Champion. AH concluded by saying that he thought it best to cancel EiS as those taking part would not be concerned about the venue.</p> <p>RS thanked AH for his feedback but said that consideration would need to be given to the dates of the other Home Country championships and suggested another option of the Home Countries having their championships in the first 4 months of next year and culminate with a British Championships in June. This would also provide a good programme of preparation for the European Cadet Championships. AH</p>	

commented that the domestic calendar will look very different and participation is likely to be reduced. LCD added that she thought the British Championships should be postponed until next year and therefore the EiS should be cancelled. Adding, consideration also needs to be given to the possibility of people contracting winter flu as well as Covid-19. The athletes also need to confirm they are ready to compete as do the officials need to confirm they are happy to attend as a lot of them are vulnerable and in the high risk category. It would not be fair to put them under any pressure. LCD continued that the event could be devalued if athletes are not fit to fight or do not want to complete.

Decision: Agreed to cancel EiS and the British Championships and look at a 4 Home Nations programme to fit in with our competition strategy.

MG then raised the AGM, enquiring what the parameters are for this being quorate. AS responded that there needs to be 4% of clubs attend but this can include proxy attendees, which amounts to approximately 26 people. AS continued that currently our Memorandum & Articles (M&A) state that we must have a physical meeting. The Government have extended the guidance to allow virtual AGMs up to the end of October currently but if this extends further, the AGM will be virtual only. MG queried if votes could be made virtually. AS confirmed this was possible. Any votes received would be checked to ensure they were from someone eligible to vote. AS suggested we amend our M&A and present as a resolution, to allow for virtual meetings in the future. RS agreed as long as this was worded correctly it would be good to allow flexibility in exceptional circumstances. MG agreed as this would then provide the option without having to be concerned about whether we are able to or not.

Action: AS to contact ASI and request he drafts an amendment to the Memorandum & Articles.

There being no further business, RS thanked everyone for their attendance and input and the meeting closed at 14:13.

AS