

FINAL
BRITISH JUDO ASSOCIATION (BJA)
MINUTES OF THE MEETING OF THE BOARD OF DIRECTORS
HELD ON 22 DECEMBER 2020 10:00AM
KUDHAIL HOUSE MEETING ROOM & VIA ZOOM

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| PRESENT: | Ronnie Saez, Chair | (RS) |
| | Peter Blewett | (PB) |
| | Loretta Cusack-Doyle | (LC-D) |
| | Malgorzata Grzyb | (MG) |
| | Alex Slade | (AS) |
| | Neil Fletcher | (NF) |
| | Andrew Haffner | (AH) |
| | Graham Campbell | (GC) |
| | Bill Taggart | (BT) |
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| 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) |
| | Justine Lynch, Executive Assistant | (JL) |
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| APOLOGIES: | Fred Prosser | (FP) |
| | Claire Lish | (CL) |

| No | ITEM | ACTION |
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| 50.1 | WELCOME | |
| | The Chair welcomed everyone and thanked everyone for attending this last Board Meeting of the year. | |
| 50.2 | APOLOGIES | |
| | RS informed that apologies had been received from FP as he had a hospital appointment. CL also noted as absent as she did not join the meeting. | |
| 50.3 | 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. | |
| 50.4 | ANY MATTERS FOR ANY OTHER BUSINESS | |
| | No Board members wished to raise any items under Any Other Business. | |
| 50.5 | MINUTES FROM PREVIOUS MEETINGS HELD ON 27 OCTOBER 2020 | |
| | The Minutes from the previous meeting on Tuesday 27 October 2020 were approved as an accurate record of the meeting. Proposed by LC-D | |

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| | Seconded by AH | |
| 50.6 | ACTIONS ARISING FROM PREVIOUS MEETINGS (NOT INCLUDED ON THE AGENDA) | |
| | <p>AS opened by saying that as Board members would have seen from the Actions List, most actions are now completed. With regard to the three actions still open, AS advised that two were ongoing and could not be actioned until next year and Northern Home Counties would be covered separately later in the meeting.</p> <p>RS confirmed with the Board members there were no comments on the actions.</p> | |
| 50.7 | DIGITAL MEMBERSHIP CARD SOLUTION PRESENTATION | |
| | AS advised that as there was a lot to be discussed at this meeting, the Digital Membership Card Solution presentation had been cancelled. | |
| 50.8 | RISK REGISTER | |
| | <p>AS opened that there were a few risks updated that he wished to highlight.</p> <p>Risk No.2: With regard to the financial impact of Covid-19, mitigating actions are ongoing. Whilst we are performing better than had been budgeted for, 2021 would still be a very challenging year. AS continued that the relationship with Sport England (SE) is very good and has been demonstrated by SE's flexibility on rollover funding. UK Sport (UKS) have also shown their support with the contingency fund, however the settlement agreement is lower than had been hoped for and this would prove more challenging. This would be discussed in more detail later in the meeting.</p> <p>Risk No.5: AS advised that we have received the report from UKS following our cultural review and it is more positive than previous years albeit with some more improvements to be made. AS advised that he would share the report with the Board once himself and the Performance Team had interrogated it in more detail. AS further advised that there had been allegations of bullying and there is an ongoing investigation but he would cover this in more detail in his report.</p> <p>Risk No.6: AS updated that we have now been advised of the level of funding from UKS for the next cycle which would be discussed under the Audit & Risk Update at this meeting, however the reduced level of funding would be a significant challenge and this risk will be changed from amber to red.</p> <p>Risk No.16: in CL's absence, AS updated that CL has made good progress on producing an action plan and that meetings were now taking place every couple of weeks.</p> <p>RS thanked AS for the updated and confirmed with the Board that there were no further comments or questions on the Risk Register.</p> | |

| 50.9 | CHAIRMAN'S REPORT | |
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| | <p>RS advised that his update would be verbal adding that most activity had been in conjunction with AS and would be covered in his report, but there were a few additional items that RS wished to bring to the attention of the Board.</p> <p>RS updated that he had attended external meetings with UKS and SE in November. On the subject of the UKS funding for the next cycle, RS said it appeared that they were focusing on their strategy and how we fit into that. RS had believed we were on point to receive reasonable success in both of the applications as the strategy was less focussed on medals and taking a wider view of sport and taking into account that we have an excellent pathway. However, the rollover funding from SE has been confirmed and RS remains hopeful for the rest of the cycle as we are working with LSEG and this is a focus for SE.</p> <p>RS continued that we have received an Organisational Health Report from UKS and he'd had a positive meeting to discuss this with Simon Morton and Rob Morini. Most of the points raised were not critical but more potential areas of consideration.</p> <p>In regard to the actions plans that came out of the governance and safeguarding reviews, RS advised that work was continuing on these. The main action to now focus on is the diversity of the Board but this is already being looked into so RS is confident that progress will be made on this over the next 12 months.</p> <p>RS then moved onto the reserves account advising that they were now below target but would have been on target were it not for Covid-19. AS added that next year there will be financial battles however he hoped that with the vaccine rolling out, judo would be back to judo in a meaningful sense in the second quarter of next year and will be able to work on stabilising the membership and financial position from then on.</p> <p>The next point that RS wished to raise was collaboration between the Home Countries and that he does not think it is an issue that some athletes have decided to remain training away from the Centre as they have been doing this prior to the Centre opening and it is for their own work/life balance. RS believed the collaboration between the Home Nations is good but perhaps an area that needs further exploration.</p> <p>RS then moved onto his final point, INED recruitment highlighting that there are two positions to recruit for by spring 2021. A timetable and process document had been produced for this and RS said it was essential that the individuals recruited bridge the skills gaps in the Board and address the gender and diversity requirements.</p> <p>MG queried whether the point RS raised in relation to Board diversity should be discussed later in the meeting under the Equality, Diversity &</p> | |

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| | <p>Inclusion agenda item. RS agreed adding that this should all be tied in together.</p> <p>With no further questions or comments, RS moved to the next item on the agenda.</p> | |
| 50.11 | CHIEF EXECUTIVE'S REPORT | |
| | <p>AS's report was circulated prior to the meeting and taken as read. AS then provided further verbal updates.</p> <p>AS opened with the update on the outline timescales that had been provided by SE in regard to compliance to the new Sports Governance Code. AS continued that as long as it is evidenced that we have a plan on how we intend to meet these, SE will accept this even if we do not meet the targets.</p> <p>MG queried what the second timeline meant by "Requirement for NGBs", if this meant we have to show our current position and if we are not compliant, we have one more year to become compliant, eg: if we don't have a BAME candidate at that time, we would have a year to do this and therefore a gap analysis exercise with a year to become compliant. AS responded that we would need to show how we would make every effort to become compliant within the year via an agreed plan on how we would achieve this. RS added that he had discussed this with Nick Bitel, the outgoing SE Chairman who had advised him that SE were extremely clear on their strategy and he had emphasised the importance of a diverse board, although he felt it would take less prominence for UKS as their key driver is performance. RS continued that we are ahead of other sports in regards to this as it has been discussed since summer of this year and other sports are only just starting to look at this now. AS agreed adding that we are making good strides forward by setting targets not quotas which is a slightly different approach and SE are being a bit more lenient on how we meet the targets.</p> <p>AS moved onto International Relations where there has not been any activity. The funding for this area has not been drawn down as yet but it will be included in next year's budget, approximately £10k. The IJF Congress is scheduled for June and we will look to promote other elements of our international strategy there. Also, we are identifying other individuals who are on our pathway including, eg: Ian Johns on Paralympians and Jo Banks in regard to medical and she has indicated an interest in promoting what we do with the IJF and EJU.</p> <p>The next item AS raised was the IBSA Grand Prix. AS continued that due to Covid-19, the IBSA Grand Prix scheduled for April 2020 had to be postponed. Discussions had taken place with regard to re-scheduling this for April 2021, however this is not viable and still too much of a risk. AS advised that an extension had been applied for to the IPC through IBSA requesting them to extend the Paralympics qualification date for</p> | |

VI Judo which they have agreed to and they have given us the opportunity to host an event in June. This will be the last qualification and classification event for the Paralympics. Also, AS has been working with Lucy Crickmore at UKS with regard to funding for this event. This will be finalised on Monday 4 January and presented to the UKS panel for approval on Monday 11 January.

AS continued that the biggest risk associated with hosting this event is accommodation costs. Therefore, to mitigate this, we will be looking to request that all participants and athletes book their own accommodation so that we are not committed to the responsibility of mass bookings. SH added that a draft budget has been submitted to UKS along with a financial risk register that will be reviewed every 2 weeks and ways to de-risk the event will continue to be looked into. SH continued that UKS have indicated they may be able to contribute £100k for the event, last year this figure was £43k, which shows that UKS believe in the event and are keen to support it. SH concluded that this budget has not been approved yet but that £100k is the current budgeted deficit for the event. AS commented that this is worst case scenario deficit. We would also be in a position to underwrite the event up to £25k.

MG advised that this had been discussed at the A&RC Meeting the previous day and she wished to stress the importance of monitoring the budget against the backdrop of what we will be facing next year. MG added that this will be closely monitored by the A&RC, and that she was confident SH would ensure we were all kept fully up to date.

Decision: The Board agreed they were happy to commit to underwrite the event to £25k providing the UKS funding was in place.

With regard to the SE Framework, AS firstly passed on his thanks to CMCl and Joyce Heron for the quality of the work they had produced on this. AS added that it is important that we keep on top of the guidance as it is likely more areas of the country will be put under tighter restrictions. This also has to be submitted to DCMS as part of the combat framework.

Next AS raised GB Sport Media advising that we have now negotiated the rights to live stream events and are it is hoped that this will be fully operational following the Olympics and Paralympics next year. GB Sport Media are in very detailed discussions with one major platform. Once this is live, it should generate some income but this had not yet been factored into the budget.

AH queried if this was a free to air or subscription service. AS responded that it would probably start with a free tier for the sport element and then try to encourage people to take out subscriptions. There were a

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| | <p>few other queries raised around this and it was therefore agreed that this subjected warranted a separate meeting utilising ASI's experience in this area and the presentation from GB Sport Media to facilitate the discussion.</p> <p>Action: AS/JL to send presentation to ASI and arrange meeting between AS and ASI</p> <p>AS advised that we had received the last Office Vibe survey results and they did show an overall improvement with just a couple of elements to be picked up on. However as of January, there would be a new format for staff surveys. They would now be compiled internally by HR and PMSG, so that they could be more targeted and relevant with the hoped outcome that they would provide more specific detail on any issues. MG commented that some of the information was missing/difficult to read. JL to find the missing information during the break in the meeting.</p> <p>AS continued that we had held a virtual Christmas social event for staff. Also, work had commenced on a staff job role evaluation so that roles could be banded and provide consistency in salaries across the Association. CL and a consultant had been engaged to carry out this piece of work and the findings would be presented to the Remunerations Committee and then to the Board in the New Year.</p> <p>There were another couple of items AS wished to raise, the first being Conduct and Complaints. A complaint involving the North West Area had been raised, which has now been dealt with, but the Area Chair has asked for a statement from us to be shared with their Committee informing them that the decision of the Conduct and Complaints Commission had been upheld. This has been done.</p> <p>The second being, UK Anti-Doping (UKAD). PB has agreed to be the Board lead for this and the Board had agreed to their new strategy at a previous Board Meeting, however UKAD have asked for specific wording to be included in our Board Minutes for which AS then gained Board approval.</p> <p>“The Board of the British Judo Association hereby resolves that the anti-doping rules of the British Judo Association comprised in the Bye-Laws shall, as and from 22 December 2020, stand repealed and shall be replaced by the following rule:</p> <p>The anti-doping rules of the British Judo Association are the UK Anti-Doping Rules published by UK Anti-Doping Limited (or its successor), as amended from time to time. Such rules shall take effect and be construed as rules of the British Judo Association”</p> <p>Decision: Board approved the above resolution be passed</p> | <p>AS/JL</p> |
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| <p>PB commented that just by way of an observation, this was not something that is open for debate. It is the ethical and moral thing to do and it is an international standard imposed by UKS, adding that it is for all athletes not just the elite ones.</p> <p>AS updated the Board that himself, Andy Reed and the Senior Leadership Team had attempted to hold a couple of online Strategy Meetings but Zoom was not effective for these types of meetings. AS put 2 suggestions to the Board for discussion: hold 1:1s but this would take a long time; or put the process on hold?</p> <p>GC responded that in his opinion strategy meetings needed to be face to face as a group discussions provides the correct environment for people to feed off other people's comments and suggested putting this on hold. AH and RS also agreed with this. MG commented that as this is an important piece of work that was worth doing properly, she also agreed. ASI further commented that if we are in the process of moving more to digital and online, if work continued on the strategy now it may result in outcomes that are not in line with this and it could be more harmful to have wrong recommendations and therefore need to re-visit the strategy. RS agreed and further commented that with the lack of funding and the demands we will have on us when we do properly restart the sport, it is crucial that we have the most effective outcomes as we possibly can. AS thanked the Board for their feedback and assured the Board that the work that has been done will not be lost and will contribute to the strategy.</p> <p>AS then moved on to Safeguarding, advising that there are 13 cases still pending but work continues on them with most of them awaiting information from the police. RS raised whether as a general rule our safeguarding cases had risen in the past few years with there being more cases reported in the press across other sports. AS responded that there had been a spike when there were a lot of cases reported on in football, with over 100 that year, but the annual average is now 30 to 40 but a lot of them are poor practice rather than safeguarding issues.</p> <p>Action: AS to contact Keith Eldridge to obtain data to show peaks and troughs in safeguarding cases over the past 4 years.</p> <p>RS thanked AS for his update and opened the meeting up for comment and/or questions.</p> <p>AH raised the Covid-19 Framework and enquired if AS was concerned that we had not received a reply from DCMS with regard to a relaxation to the restrictions for combat sports. AS responded that there has been a significant rise in the number of cases in the 11 to 17 year old age group, which will be being considered but that there is a meeting scheduled for Wednesday 6 January between the Combat Sports Group and DCMS. AS continued that there are some vociferous people who are saying they will ignore the guidelines and continue, but that is not something that</p> | <p style="text-align: center;">AS</p> |
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| | <p>the BJA will be doing, and this could potentially create an issue of members moving to other martial arts. NF added the 11 to 17 year old age group is key and there needs to be mass testing. Also, there is a mutation of the pandemic which is causing alarm and likely to delay activity getting up and running again, but agreed with AS that BJA should adhere to the guidance and continue to work closely with DCMS. AS commented that ourselves and wrestling will be the last sports to return which SE are very much aware of and they are being sympathetic towards us so AS hoped we would be at the front of the queue for any further funding and that we would continue to work closely with both UKS and SE to obtain as much flexibility around funding and spending as possible. AH added that when his club had opened up with conditions they were receiving a lot of interest from people to join and he believed there would still be a large market when opened up again which is now more likely to be in February/March 2021. AS acknowledged AH's comment adding that we need to be in a good position to support the clubs when this happens to benefit from any interest.</p> <p>RS confirmed that there were no further questions on AS's report and suggested a short break.</p> <p>10:55 Break 11:05 Meeting reconvened</p> | |
| 50.13 | FINANCIAL UPDATE | |
| | <p>SH advised that he had prepared a first draft of the budget for 2021/22 but there is still work to be done on this and it is based on a return to judo in April 2021. If this does not happen, the budget will change drastically.</p> <p>SH shared his presentation and talked the Board through the figures adding that year 1 will not be affected too much by the reduction in funding and provides more time for planning for years 2, 3 and 4.</p> <p>SH continued that he had reviewed all sports UKS funding allocations and we were in the top 3 taking the biggest cut and VI had the biggest out of all sports. When judo and VI judo cuts are combined, we have the largest cut across all sports. AS then advised he had spoken to Sally Munday (SM), CEO UKS, the previous day and she advised that where we are falling short is on how they are calculating the funding and especially on the number of athletes. Sports have been plotted on their ability to protect as many medals as possible and then placed into bands. The areas looked at were: sports and academy confirmation places; size of sport in the youth; diversity; games quota and medal performance/on to podium. There were 6 bands and we were placed into band 5 for Olympians and band 5 for the Paralympians which equated to a 50% cut in our academy places and applied to both the Olympic and Paralympic programmes. Also, it appears that we have</p> | |

been penalised for saving costs by having a joint programme with back office costs for the VI programme being cut.

AS continued that he believes the main issue is that UKS do not understand how best to get the most out of our sport based on the size and the transition process and that this would be made clear when we submit our presentation in January. Following this, UKS will send us submission details and comments by 29 January and we will then have 3 weeks to respond. Then, we have 10 days to submit our submission to UKS and present this to them on 8/9 March. Mark England, current PAG Chair, is willing to assist us with this and lead the presentation to UKS. As Chef de Mission for Tokyo and the Commonwealth Games in Birmingham in 2022, he will be an extremely welcome addition to the group. AS added that we could potentially receive more feedback in the interim period.

MG sought clarity on the timeline and if AS was advising we would not hear from UKS until the end of January or before then and also if UKS had assumed that the Olympic programme could subsidise the Paralympic programme as she believed there were 2 separate pots of money. AS responded to MG's second query first, confirming that there are 2 separate pots of money and we had received 2 separate offer letters but we have been penalised for making a good case for synergy, and AS did not believe SM was aware that there had been a 57% cut for Paralympics. On MG's first query, AS informed that there is a meeting scheduled for 13 January to discuss this in more detail. AS then turned to ND to provide his stance on this.

ND agreed with AS's comments that it felt like we have been penalised for running our programmes in parity. ND continued that they have reduced the number of athletes we can invest in. The number of Olympic athletes is down from 25 to 14 and Paralympics from 8 to 4, so a total of only 18 on the WCPP. ND added that this had come as a surprise as feedback on the submission prior to this had been extremely positive. The 57% reduction in the Paralympic programme will decimate it as it will not be possible to develop the next generation. AS commented this will also have a knock on effect for other events not just the Olympics and Paralympics. We will have a reduced number of athletes to prepare for the Commonwealth Games as well as World Blind Sports events.

RS suggested this be discussed further under ND's update and reverted back to SH to finalise his update.

SH brought the Board's attention to the Risks slide in his presentation adding that the main risk for the Junior European Cup and the IBSA Grand Prix is mass accommodation bookings but as mentioned previously, it was hoped this could be mitigated but both had the potential to be very good events. With regard to membership and

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| | <p>grading income April, May and June will be critical due to the deferred income situation.</p> <p>SH concluded that the A&RC will be meeting monthly to review the budget and that he was still hoping to identify further areas where savings could be made.</p> <p>As Chair of A&RC, RS turned to MG for her comments. MG responded that she would just like to reiterate what SH had said adding that we are not in the position we want to be in but until there was comfort around the budget, the A&RC would be meeting more regularly. MG concluded by passing on thanks to SH for the excellent work he has done on this.</p> <p>RS confirmed with the Board there were no further questions.</p> | |
| 50.14 | FINANCIAL UPDATE | |
| | <p>SH shared his presentation and talked the Board through his presentation highlighting that all Furlough money had been received and that the closure of Destination Judo costs had not been as high as expected as one coach had resigned and one had been dismissed.</p> <p>With regard to Club Affiliations, SH added that the clubs had been given an extension to their membership that took it to 30 April 2021. They would need to renew their membership by 1 April and payments for this would be pro-rata'd over 11 months. This will align the clubs with BJA's financial year but this still needs to be discussed with Judo Scotland as it may not align with them. SH added that the liquidation process for Competition & Events has commenced but could take 3 to 6 months to be finalised.</p> | |
| 50.15 | EQUALITY, DIVERSITY & INCLUSION STEERING GROUP | |
| | <p>In CL's absence, AS provided an update that the Equality, Diversity & Inclusion Steering Group has 10 members and have had 3 meetings to date. Good progress has been made and a communications plan produced and monthly discussion topics which will also be shared on social media. Also, the group will look at training for staff and members. There will also be a separate section on the website. The first announcement will include the group structure and short bios for each member.</p> <p>Sami Smithson has been engaged as a contractor for 1.5 days a week to help drive this alongside the work she is doing on Mental Health and Athlete Transition.</p> <p>MG enquired if the group had created a Terms of Reference and also if there is a broader action plan detailing the objectives and expected outcomes from the group. AS responded that this was being produced by the group and would go to the Nominations Commission once</p> | |

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| | <p>drafted for approval and that the objectives were included in the action plan which will be circulated to the Board once finalised.</p> <p>MG further enquired whether Board diversity would fall under this group's remit. AS replied that he had raised this and they are going to look to identify people within their own networks that could potentially be put forward. RS commented that this is a split responsibility and one for Board members to consider too and that we need to look at how we advertise, recruit and elicit applications from underrepresented groups from our own members. Needs a positive statement highlighting that one of our primary aims is to address diversity. AS agreed and confirmed this would be part of the group's work.</p> | |
| 50.16 | SPORT DIRECTORATE UPDATE | |
| | <p>CMCl opened with the High-Grade Promotions and Life Membership. CMCl stated that in his opinion Gordon Lambert's promotion met all the criteria and was a straightforward promotion and that Alan Cawthorne was worthy of being awarded life membership.</p> <p>Decision: Both the High-Grade Promotion and Life Membership were unanimously agreed by the Board</p> <p>CMCl then highlighted key points from his report, advising that there were 236 clubs that had returned Club Declarations confirming that they will adhere to the Phase 1 Guidelines once allowed to return to Judo.</p> <p>Since producing the report, CMCl advised that there had been an increase in the Club Grant Scheme figures as follows:</p> <p>Total Applications: increase from 167 to 174 Total Complete: increase from 85 to 102 In Development: decrease from 76 to 72 Rejections: decrease from 6 to 3</p> <p>CMCl explained that "In Development" means they are on the SE portal but still waiting to be approved pending further information being provided by the clubs, but CMCl is confident that most of these applications will be approved for funding. CMCl continued that the process has been more complicated than anticipated and the speed of processing the applications depends on the quality of the application but the Delivery Officers are in contact with the clubs to help them improve their applications. The applications are then sent to the areas before being sent to the Grants Panel for approval.</p> <p>AH commented that this has been a well-received programme. CMCl responded that there has been positive feedback received and we are now also receiving some case studies demonstrating how the money has been utilised. PB added his endorsement to this, with a lot of good work being done and he has also heard positive feedback, even though</p> | |

the amounts are small they will make a big difference. PB passed on his thanks for all the work done on this.

CMcl moved on to the extensive online programme that is now up and running and drew the Board's attention to the separate paper that had been sent as part of the Board pack. CMcl explained that learnings were still being made and the statistics showed that some are attracting more people than others but do show we are reaching the correct people and also looking into how to attract new members. Another consideration is "screen fatigue" so CMcl is mindful of not flooding members with interactive online content.

MG queried if the data on the success of the content had been obtained from the membership. CMcl confirmed it was and that there would be a survey going out to those who had attended at the end of the year. CMcl added that the Adaptive Judo content had been especially well received.

With regard to the SE Rollover Plan, CMcl advised that funding was not guaranteed and will only be if SE accept the programme, early indications from SE feedback are that it will be. CMcl continued that he hoped the goals in this programme would be a starting point for the new strategy.

MG commented that the goals did make sense but that a drive on membership was missing which is something that SE have focused on previously. CMcl responded that SE are now stating that numbers are no longer as important and that they want us to deliver on our social outcome targets. AS added that the SE strategy has changed with the overarching focus being on tackling inequalities and therefore there has been a focus on IMDD areas and inequalities. Although SE have said that there would be less prominence given to numbers, we will still be looking to increase membership. RS concurred that diversity and inclusion were the main thrusting points on the new SE strategy.

RS then raised the goal of a 10-year strategy and that this was difficult to produce. AS responded that it is more of a vision of where we would like to be. CMcl added that SE have acknowledged that they are aware that judo will be one of the last sports to recover from Covid-19 and therefore the goal setting required is to be "aspirational" and "adaptable".

On membership, CMcl advised that we currently have 26% of our membership in low IMDD areas so tackling inequalities must be one of our main targets. We now have good insight into the membership gender split which provides a good base to work from. During the recovery, our main focus will be on the under 12s as there is a large drop off in membership at age 13 and it will be harder to get this age group to return than some of the others. CMcl concluded that it is hoped the recovery plan can be rolled out from Easter 2021.

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| | <p>PB commented that there will be a large amount of work required to captivate our audience. CMcl responded that we are engaging with the clubs and discussing how they can return, adding that communication will play a big role along with the digital strategy. MG commented that digital communication enables social and demographic targeting including via gender where there is an opportunity and room for improvement. Agreed by AS and CMcl.</p> <p>AH raised that mental health and confidence levels also need to be considered as people may be wary of returning. CMcl agreed advising this was being considered and they would be talking to everyone in the judo family as we start to recover.</p> <p>CMcl then passed over to AH to lead on the Proposal to Relaunch Competitive Dan Gradings in 2021, a paper on which had been included in the Board pack. AH provided a summary of the proposal and explained that this had been developed by the Grading Commission and its aim was to provide people with an opportunity to do gradings.</p> <p>RS then asked the Board if they had any questions or comments for AH. PB queried what numbers AH expected this to attract explaining he was asking this as it was not possible to sit exams and capturing the correct information may be controversial. AH responded that it is not intended to be controversial, it is about engaging with members, trying to regain members and a revenue stream. AH continued that the Commission assessed giving players extra opportunities rather than lowering the standard. RS advised that he agreed with the proposal and that it is about recognising the different aspects of judo and given the year gap for those who are competing for their Dan grade it could make a big difference.</p> <p>Decision: Unanimous agreement from the Board to accept the proposal.</p> | |
| 50.17 | PERFORMANCE UPDATE | |
| | <p>ND opened by asking if there were any further questions on the UKS funding that had been previously discussed. LC-D sought clarity on the confirmation funding. ND responded that this section was allocated to the future programme and non full time athletes that go to the European Championships, it is for the development of other fighters. LC-D thanked ND for the clarification.</p> <p>ND then moved on to the current programme stating that it is still restricted with men and women training separately but ND is noticing that the groups are beginning to feel down and questioning the point of training.</p> <p>ND continued that it had been decided there was too much risk in attending the European Championships in December but a private training camp had been arranged with the Dutch Judo Federation</p> | |

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| | <p>which all athletes attended. The bubble had been maintained by driving to Holland, with all athletes tested the day prior to travel, on arrival and prior to leaving. The camp had been very successful, first one since February/March and although there was some nervousness on the first day they then excelled through the rest of the week and returned in a more positive mindset. There has also been a team building trip to Dartmoor for both the men and women separately which has been a positive way to end the year.</p> <p>ND advised that they are now looking at sending a team to the Masters in Doha in January and there will be 9 women and 1 man attending. Those who are attending have been sent home but ensured that they can still train and they will come back to the Centre on 4 January. The situation will still be monitored but the current plan is for them to travel to Doha on 8 January.</p> <p>NG concluded that there had been an end of year PAG Meeting where the Olympic selection procedure had been signed off by the BOA. This had been published the previous evening and the announcements would be made at the end of January.</p> <p>RS queried if the athlete investigation has had an impact on general morale. ND responded that it has had an impact on the women's group but the men's morale is very high – the camp and Dartmoor had formed a good bond between them. ND added that the coaches are all desperate to return to camps and competitions. There are bi-weekly meetings and looking at other initiatives similar to Dartmoor.</p> <p>RS commented that there could be an issue with not many competitions in the first 6 months of next year. ND replied that one option may be to relocate outside of the UK for a period of time and feedback from Holland is that they would be happy for us to go to them as the competitive training is as important to them as to us. Also, ND has good relationships with other federations so there might be other options.</p> <p>RS thanked ND and asked if the Board had any further queries on the UKS funding. AS responded that there is not anything else he can add now until the meeting with AMcS has taken place and received the official information from UKS. If there is no uplift in the funding, we will have to work our way through but no serious decisions were needed for at least 9 months from now.</p> | |
| 50.18 | ANY OTHER BUSINESS | |
| | <p>AS reverted back to MG's earlier query on the Office Vibe survey, advising that the titles that could not be read were "Relationship with Managers" and "Relationship with Peers". MG thanked AS.</p> <p>RS then wished to raise one other item and advised that himself and AS had attended the EJU virtual congress the previous week and Jane</p> | |

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| | <p>Bridge the Vice President for Education and a member of the BJA had been re-elected</p> <p>RS said he would usually end the last meeting of the year with a review of the year but this one had been extraordinary and we would still be facing lots of uncertainty for at least the first few months but remained hopeful that we could all restart our lives and judo soon.</p> <p>13:55 With no further business, the meeting closed.</p> | |
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